

SUMMARY COURT-MARTIAL

UNITED STATES v. BUTLER, Jeffrey D. BMC, USN	SEALING ORDER Appellate Exhibit 24 May 2018
--	---

1. **IDENTIFICATION OF MATERIAL:** Contained herein Prosecution Exhibits 3, 8, and 9, which includes un-redacted attorney work product generated in furtherance of an admiralty investigation into the collision between M/T ALNIC MC and USS JOHN S. MCCAIN on 21 August 2017 in the Singapore Straits.

2. **ORDER:** All documents, items of evidence, recordings, and transcriptions listed in Paragraph 1 of this order are ordered **SEALED**. These documents, items of evidence, recordings, and transcriptions will only be placed in the original record of trial. The documents, items of evidence, recordings, and transcriptions subject to this order will be available to Trial Counsel, Defense Counsel, for preparation of post-trial matters.

3. **DURATION OF PROTECTIVE ORDER:** The documents, items of evidence, recordings, and transcriptions subject to this order will remain sealed until a court of competent jurisdiction orders these documents and recordings unsealed. Access to the items of evidence, sealed by this order is limited to the following persons without a court order:

(a) The Staff Judge Advocate of the Summary Court-Martial Convening Authority, or Superior in Command, for the purpose of preparation of post-trial matters;

(b) The Summary Court-Martial Convening Authority, or Superior in Command, for consideration of post-trial matters; and

(c) Appellate counsel, personnel of a court of competent jurisdiction, and any appellate or clemency agency personnel, in the performance of their duties.

4. **REQUESTS TO MODIFY OR CLARIFY:** Any requests to modify or clarify this order shall be made in writing and submitted to opposing counsel, and to the summary court officer or other court of competent jurisdiction.

5. **VIOLATIONS:** Violations of this order may subject the person or persons breaching this Order to violations of the Uniform Code of Military Justice or other applicable Federal statute.

ORDERED this 24th day of May, 2018.

(b) (6)

CDR, JAGC, USN

NAVY-MARINE CORPS TRIAL JUDICIARY
NORTHERN JUDICIAL CIRCUIT
SUMMARY COURT-MARTIAL

The United States of America

v.

Jeffery D. Butler
BMC/E-7 USN

DEFENSE WITNESS LIST

18 May 2018

BMC Butler intends to present the following witnesses in his sentencing case:

1. CDR(ret) (b) (6), USN, Office of the Secretary of Defense and BMC Butler's previous Commanding Officer on USS GERMANTOWN (LSD 42), (b) (6) (in-person testimony);
2. LT (b) (6), USN, Chief Engineer in USS JOHN S. MCCAIN (DDG 56), (b) (6) and (b) (6) (telephonic testimony);

Per Rule for Courts-Martial (R.C.M.) 1304(b)(2)(E)(iii), BMC Butler respectfully requests the assistance of the Court in cross-examining any government witnesses.

Per the Discussion to R.C.M. 1304(b)(2)(E)(ii), BMC Butler does not desire either witness sequestered.

(b) (6)

LCDR, JAGC, USN
Defense Counsel
Not in a representative capacity at
This summary court-martial

SUMMARY COURT-MARTIAL

UNITED STATES	GOVERNMENT MOTION FOR APPROPRIATE RELIEF FOR R.C.M. 806(d) PROTECTIVE ORDER AND 1103A SEALING ORDER
v.	
BUTLER, Jeffrey D. BMC, USN	16 May 2018

RELIEF SOUGHT

Pursuant to Rule for Courts-Martial [hereinafter R.C.M.] 906 and 806(d), the Government in the above case respectfully requests that the court issue a protective order limiting disclosure of attorney work-product generated by Government attorneys in furtherance of the admiralty investigation into the collision of USS JOHN S. MCCAIN (DDG 56) and M/T ALNIC MC on 21 August 2017. The Government further requests that said attorney work-product be sealed pursuant to R.C.M. 1103A. The Government does not request oral argument.

BURDEN OF PERSUASION AND BURDEN OF PROOF

As the moving party, the Government must show it is entitled to relief by a preponderance of the evidence. R.C.M. 905.

FACTS

On 21 August 2017, M/T ALNIC MC collided with USS JOHN S. MCCAIN in the Singapore Strait. An admiralty dual-purpose investigation (DPI) was initiated on 24 August 2017 under the supervision of Navy attorneys to prepare attorneys who would represent the legal interests of the United States in civil litigation, the report of which was limited in its distribution to Navy and Department of Justice attorneys and investigators. As such, the report and supporting interview summaries generated during the course of the DPI constitutes attorney work-product.

Subsequently, Commander, Military Personnel Detachment, Office of Naval Reactors, Department of Energy was appointed as the Consolidated Disposition Authority (CDA) to evaluate *inter alia* potential military disciplinary action for Navy personnel involved in the collisions of USS JOHN S MCCAIN. On 25 January 2018, prior to any discovery in this case, the CDA issued "General Order for Disclosed Material Related To The Collisions At Sea Involving USS FITZGERALD (DDG 62) and USS JOHN S. MCCAIN (DDG 56)." The purpose of this order was to protect from discovery national security information, sensitive Government material, law enforcement sensitive material, personally identifiable information (PII) and witness privacy and medical information, not otherwise required to be produced under the Rules for Court Martial, Military Rules of Evidence, and the constitutional mandates of

Brady v. Maryland, 373 U.S. 83 (1983), *United States v. Giglio*, 405 U.S. 150 (1972), *United States v. Bagley*, 473 U.S. 667 (1985) and their progeny. “Sensitive Government material” includes the attorneys’ work-product generated in the course of the DPI. The order applies to “all hearings and court-martial sessions, including but not limited to administrative proceedings, Article 32 preliminary hearings, pretrial, trial, post-trial, and appellate matters.”

AUTHORITY

R.C.M. 103(16);
R.C.M. 405(g)(6);
R.C.M. 806(d);
R.C.M. 906;
R.C.M. 1103A;
Hickman v. Taylor, 329 U.S. 495 (1947);
Brady v. Maryland, 373 U.S. 83 (1983);
United States v. Giglio, 405 U.S. 150 (1972);
FTC v. Grolier, Inc., 462 U.S. 19 (1983);
United States v. Bagley, 473 U.S. 667 (1985);
Gentile v. State Bar of Nev., 501 U.S. 1030 (1991);
Ctr. for Constitutional Rights v. United States, 72 M.J. 126 (2013);
Ctr. for Constitutional Rights v. Lind, 954 F. Supp. 2d 389 (D. Md. 2013)

ARGUMENT

R.C.M. 906 provides that “[a] motion for appropriate relief is a request for a ruling to cure a defect which deprives a party of a right or hinders a party from preparing for trial or presenting its case.” Extrajudicial dissemination of the United States’ attorney work product, disclosed to the defense only as required by Brady and its progeny, would deprive the United States of its right to maintain the protections of the Attorney Work Product Doctrine in the course of ongoing civil litigation.

Futhermore, R.C.M. 806(d) provides that “[t]he military judge may, upon request of any party or *sua sponte*, issue an appropriate protective order, in writing, to prevent parties and witnesses from making extrajudicial statements.” Per the Manual for Courts-Martial discussion of R.C.M. 806(d), a protective order may be used to proscribe extrajudicial statements by counsel, parties, and witnesses that might divulge prejudicial matter not of public record in the case. Other appropriate matters may also be addressed by such a protective order. While R.C.M. 806 gives the military judge the general responsibility to make the court-martial open to the public, the military judge also has the authority to seal portions of the record during trial or prevent parties from divulging information that is not part the public record during trial. *Ctr. for Constitutional Rights v. United States*, 72 M.J. 126, 134 (C.A.A.F. 2013). This discretion extends to documents, filings, and evidence: “The fact of the matter is there is no rule that states that the documents, filings, evidence, and record transcripts created during an ongoing court-martial do not fall under the authority given to the military judge to exercise control over the court-martial and ensure public access to the proceedings. If the plain language of R.C.M. 801 does not expressly provide the authority to control the documents created during the court-

martial process, then surely the rule implies that every military judge has the authority to regulate the release of those documents.” *Ctr. for Constitutional Rights*, 72 M.J. at 134.

While there is a presumption of public access to judicial filings, the right is not absolute. “Not every document that has been or will be filed in...[a] court-martial is necessarily subject to a right of access by the public....[T]he mere filing of a paper or document with [a] court is insufficient to render that paper a judicial document subject to the right of public access. To be sure, it is obvious that many or even most of the documents filed in a court-martial or other criminal proceeding are likely to be judicial records. But, it is by no means necessarily the case that all of them are judicial records. Even where a document is a judicial record, and thus subject to a presumption of public access under the common law, it does not necessarily follow that the document is subject to a First Amendment right of access, or that the public actually will have the right to access the document. The common law presumption of public access can be rebutted if “the public’s right of access is outweighed by competing interests.” *Ctr. for Constitutional Rights v. Lind*, 954 F. Supp. 2d 389, 401 (D. Md. 2013) (citations omitted). In this case, the competing interest is the Government’s interest in protecting its attorney work-product in pending civil litigation and the integrity of the work-product doctrine in general.

The Attorney Work-product Doctrine is designed to ensure counsel a “certain degree of privacy, free from unnecessary intrusion by opposing parties and their counsel,” in the absence of which “the interests of the clients and the cause of justice would be poorly served.” *Hickman v. Taylor*, 329 U.S. 495, 510-11 (1947). The doctrine protects “the files and the mental impression[s] of an attorney . . . reflected . . . in interviews, statements, memoranda, correspondence, briefs, mental impressions, personal beliefs, and countless other tangible and intangible ways’ prepared in anticipation of litigation.” *Hickman*, at 510-11.

The scope of the work-product doctrine in civil litigation is delineated in Federal Rule for Civil Procedure 26(b)(3): “(A) Documents and Tangible Things. Ordinarily, a party may not discover documents and tangible things that are prepared in anticipation of litigation or for trial by or for another party or its representative (including the other party’s attorney, consultant, surety, indemnitor, insurer, or agent). But . . . those materials may be discovered if: (i) they are otherwise discoverable under Rule 26(b)(1); and (ii) the party shows that it has a substantial need for the materials to prepare its case and cannot, without undue hardship, obtain their substantial equivalent by other means.” That rule also provides for the issuance of protective orders: “(B) Protection Against Disclosure. If the court orders discovery of those materials, it *must* protect against disclosure of the mental impressions, conclusions, opinions, or legal theories of a party’s attorney or other representative concerning the litigation” (emphasis added).

The unfettered discovery of work-product has a potential chilling effect on subsequent inquiries. The Supreme Court has recognized a qualified immunity from discovery for the work product of the lawyer requiring such material only be discovered upon a substantial showing of “necessity or justification” because “[w]ere such materials open to opposing counsel on mere demand, much of what is now put down in writing would remain unwritten. An attorney’s thoughts, heretofore inviolate, would not be his own. Inefficiency, unfairness and sharp practices would inevitably develop in the giving of legal advice and in the preparation of cases for trial. The effect on the legal profession would be demoralizing. And the interests of the

clients and the cause of justice would be poorly served.” *Ftc v. Grolier, Inc.*, 462 U.S. 19, 24, (1983) (quoting *Hickman* 329 U.S. at 511.) While material was provided to defense counsel in pursuant to the constitutional mandate of *Brady*, the Rules for Court Martial, in accordance with

Pursuant to Rule for Courts-Martial [hereinafter R.C.M] 906 and 806(d), the Government respectfully requests that the court issue a protective order consistent with the CDA’s order of 28 January 2018 limiting disclosure of attorney work-product generated by Government attorneys and to prevent parties and witnesses from making extrajudicial statements concerning all attorney work-product introduced in the court-martial hearings in this case. Further, the Government requests that all attorney work-product exhibits be sealed pursuant to R.C.M. 1103A. Absent such order, there is no alternative method to protect the Government’s work-product from discovery in civil litigation.

CONCLUSION

To prevent unnecessary disclosure of protected information, to include attorney work product generated for the DPI, the Government respectfully requests a R.C.M. 906 and 806(d) protective order to prevent parties and witnesses from making extrajudicial statements concerning any attorney work product introduced in the court-martial hearing in this case and that the record of these proceedings be sealed pursuant to R.C.M. 1103A.

(b) (6)

A large black rectangular redaction box covers the signature area of the Trial Counsel.

LCDR, JAGC, USN
Trial Counsel

I certify that I have served or caused to be served a true copy of the above on the Defense Counsel via email on 17 May 2018.

(b) (6)



LCDR, JAGC, USN
Trial Counsel

50fcs

**SUMMARY COURT-MARTIAL
NAVY-MARINE CORPS TRIAL JUDICIARY
NORTHERN JUDICIAL CIRCUIT**

UNITED STATES)	
)	
v.)	SUMMARY COURT-MARTIAL
)	
Jeffery D. Butler)	MEMORANDUM OF
BMC/E-7)	PRETRIAL AGREEMENT
U.S. Navy)	
)	

I, BMC Jeffery D. Butler, USN, the accused, in exchange for good consideration and after thorough consultation with my defense counsel, do fully understand and agree to the following terms and conditions:

1. For good consideration, in exchange for the Convening Authority's referral of my case to a Summary Court-Martial, I agree to plead GUILTY as described below. In exchange for my guilty plea, the Convening Authority agrees to the following:

a. The Convening Authority will schedule the Summary Court-Martial no later than 27 April 2018 in Washington, D.C; and

b. The Convening Authority will fund travel to Washington, D.C. for my assigned military defense counsel, LCDR (b) (6) JAGC, USN, and LT (b) (6) JAGC, USN. This agreement is made with the express understanding that LCDR (b) (6) and LT (b) (6) will not represent me at the Summary Court-Martial; and

c. The Convening Authority will fund travel for my wife, (b) (6) Civilian, to accompany me to Washington, D.C., for trial; and

d. If I submit a request to transfer to the Fleet Reserve after this court-martial, the Convening Authority agrees to recommend that I be allowed to transfer to the Fleet Reserve at whatever pay grade I am in after the sentence has been approved by the Convening Authority. I understand that the discretion of the Secretary of the Navy to approve such transfers is absolute.; and

e. The government may offer enclosure (1), my stipulation of fact, against me at trial. I agree not to object to its use at trial or in presentencing.; and

f. I agree to accept defense delay under Rule for Courts-Martial 707 from the date of my signature on this pretrial agreement, until the date of the guilty plea. This delay will be contributed to my defense team and does not affect my right to a speedy trial.

2. This agreement constitutes all the conditions and understandings of both the government and me regarding the plea in this case. There are no other agreements, written, oral or otherwise implied.

3. My defense counsel has fully advised me of the meaning and effect of pleading guilty at a Summary Court-Martial. I fully understand and comprehend the meaning thereof and all attendant effects and consequences. I understand that I have no right to representation of counsel at Summary Court-Martial.

4. I understand that I may ask permission to withdraw my plea of guilty at any time before it is actually accepted by the summary court martial officer. I also understand that I may ask to withdraw my plea of guilty after it has been accepted but before sentence is announced, and the summary court martial officer may permit me to do so at his/her discretion.

5. I understand that this pretrial agreement may become null and void, and that the convening authority can withdraw from this agreement, if any of the following occur:

- a. I fail to plead guilty as set forth in this agreement;
- b. The court refuses to accept my plea of guilty;
- c. The court sets aside my plea of guilty for any reason (including upon my request) before a sentence is announced;
- d. I fail to satisfy any material term of this agreement; or
- e. I fail to plead guilty as required by this agreement at a rehearing, should one occur.

6. I understand that the maximum punishment at a summary court-martial for an E-7 is as follows: (1) reduction in rank to the next inferior paygrade of E-6; (2) restriction to specified limits for not more than 60 days; (3) forfeiture of two-thirds basic pay per month for one month; and (4) a reprimand.

7. I understand that if this agreement becomes null and void, then my offer to plead guilty and to enter into this agreement cannot be used against me in any way to prove whether I am guilty or not guilty of the charge alleged against me at this court-martial. In this regard, the offer to plead guilty includes any statement or proffer made in the course of plea discussions with the convening authority or any counsel for the Government, whether in oral or in a written form.

8. My defense counsel has advised me that it is their understanding, based on their research and their conversations with the prosecutors, that I will not be administratively processed for separation from the Navy due to this case.

9. Notification Provisions. I have been advised of the following potential consequences of my plea of guilty and resultant conviction:

a. My defense counsel has advised me that if I am discharged from the Navy prior to my End of Active Obligated Service (EAOS), I may be required to repay the Government for any and all advanced educational assistance benefits that I have received in accordance with JAGINST 5800.7F § 0171 and 10 U.S.C. § 2005. This repayment will occur in the event that my early separation from the Navy precludes me from fulfilling any additional service requirements that were required as consideration for this advanced educational assistance.

b. My defense counsel has advised me that any reduction in rank or administrative discharge resulting from my guilty plea, may adversely affect my ability to receive retirement pay and any and all other veterans benefits accrued as a result of my military service.

PLEA OF THE ACCUSED

CHARGE

PLEA

Charge: Violation of the UCMJ, Article 92 Specification: In that Boatswain's Mate Chief Petty Officer Jeffery D. Butler, U.S. Navy, USS JOHN S. MCCAIN (DDG 56), on active duty, who knew and should have known of his assigned duties onboard the USS JOHN S. MCCAIN (DDG 56), from about August 2016 to about August 2017, was derelict in the performance of those duties in that he negligently trained and certified helm watchstanders on the controls of the Integrated Bridge and Navigation System onboard the USS JOHN S. MCCAIN (DDG 56), as it was his duty to do to obtain required qualifications, gain a proper understanding of the system, provide adequate training, and properly qualify junior Sailors.	GUILTY GUILTY, excepting the words "obtain required qualifications," To the excepted words, NOT GUILTY. To the Specification as excepted, GUILTY.
--	---

[THIS SPACE INTENTIONALLY LEFT BLANK]

SIGNATURE PAGE

By my signature below I acknowledge that I have read this agreement completely, I have discussed it with my counsel, I understand it in all respects, and I am prepared to abide by its terms.

Accused:

(b) (6)

J.D. BUTLER
BMC, USN

Date: 10 MAR 18

Defense Counsel:

(b) (6)

LCDR. JAGC, USN

Date: 14 Mar 18

Defense Counsel:

(b) (6)

LT, JAGC, USN

Date: 14 MAR 18

The foregoing pretrial agreement is approved.

Convening Authority

(b) (6)

J. F. CALDWELL, JR.
ADM, USN

Date: 3/23/18

SUMMARY COURT-MARTIAL

UNITED STATES	SEALING ORDER
v.	Appellate Exhibit
BUTLER, Jeffrey D.	24 May 2018
BMC, USN	

1. IDENTIFICATION OF MATERIAL: Contained herein Prosecution Exhibits 3, 8, and 9, which includes un-redacted attorney work product generated in furtherance of an admiralty investigation into the collision between M/T ALNIC MC and USS JOHN S. MCCAIN on 21 August 2017 in the Singapore Straits.

2. ORDER: All documents, items of evidence, recordings, and transcriptions listed in Paragraph 1 of this order are ordered **SEALED**. These documents, items of evidence, recordings, and transcriptions will only be placed in the original record of trial. The documents, items of evidence, recordings, and transcriptions subject to this order will be available to Trial Counsel, Defense Counsel, for preparation of post-trial matters.

3. DURATION OF PROTECTIVE ORDER: The documents, items of evidence, recordings, and transcriptions subject to this order will remain sealed until a court of competent jurisdiction orders these documents and recordings unsealed. Access to the items of evidence, sealed by this order is limited to the following persons without a court order:

(a) The Staff Judge Advocate of the Summary Court-Martial Convening Authority, or Superior in Command, for the purpose of preparation of post-trial matters;

(b) The Summary Court-Martial Convening Authority, or Superior in Command, for consideration of post-trial matters; and

(c) Appellate counsel, personnel of a court of competent jurisdiction, and any appellate or clemency agency personnel, in the performance of their duties.

4. REQUESTS TO MODIFY OR CLARIFY: Any requests to modify or clarify this order shall be made in writing and submitted to opposing counsel, and to the summary court officer or other court of competent jurisdiction.

5. VIOLATIONS: Violations of this order may subject the person or persons breaching this Order to violations of the Uniform Code of Military Justice or other applicable Federal statute.

ORDERED this 24th day of May, 2018.

(b) (6)

(b) (6)

CDR, JAGC, USN

APPELLATE EXHIBIT
MARKED: PAGE
APPENDED: PAGE

IV

PAGE
PAGE

1 of 1

**SUMMARY COURT-MARTIAL
NAVY-MARINE CORPS TRIAL JUDICIARY
NORTHERN JUDICIAL CIRCUIT**

UNITED STATES)	
)	
v.)	
)	STIPULATION OF FACT
JEFFERY BUTLER)	
BMC/E-7)	
U.S. Navy)	
)	

It is hereby stipulated, by and between Trial Counsel and Defense Counsel, with the express consent of BMC Butler, that the following facts are true:

1. I, Boatswain's Mate Chief Petty Officer Jeffery Butler, USN, enlisted in the United States Navy on 20 November 1997. I have remained on active duty in the United States Navy from 20 November 1997 to the present. On the dates of the offense to which I am pleading guilty, I was assigned to the USS JOHN S. MCCAIN (DDG 56). During this time, USS MCCAIN was homeported in Yokosuka, Japan as a Forward Deployed Naval Forces operating under SEVENTH FLEET and Pacific Fleet guidance.

2. I have not at any time suffered from any mental defect or disease that caused me to commit the offenses to which I am pleading guilty. I was not forced or coerced into committing the offenses, nor did I commit the offenses to save myself or anyone else from death or grievous bodily harm. I voluntarily engaged in the conduct underlying the offenses. I did not believe that I had authorization, or was entitled, to commit these acts.

CHARGE: Violation of Article 92 (dereliction of duty)

Specification:

3. I admit that I was derelict of duty in the following manner:

a. I reported to USS MCCAIN in April 2016 as the OD Division Leading Chief Petty Officer (LCPO). As part of my LCPO duties, I was required to train and certify helm watchstanders to operate the ship while underway.

b. Around the same time that I reported, in April 2016, Northrop Grumman was in the process of installing the new Integrated Bridge and Navigation System (IBNS). I was not the person in OD Division who received Northrop's training on it, and I was not responsible for training my department on it after its installation.

c. Although I was not responsible for training OD Division on the IBNS after its installation, I was responsible for qualifying Helm and Lee Helm watchstanders onboard USS MCCAIN. Part of the qualification for these watch positions including training on the Steering Control Console

(SCC), which is part of the IBNS. The instructions and procedures for the SCC, including the procedure for shifting thrust control from Helm to Lee Helm, are contained within the IBNS Technical Manual.

d. Though the Operations Officer was the bottom-line signature on the Helm and Lee Helm watchstander PQS, I was the leader most directly responsible for qualifying these watchstanders. To train and certify Helm watchstanders, I held qualification boards for junior personnel with my Leading Petty Officer, BM1 (b) (6), and I also quizzed my personnel on matters related to steering the ship and operating the SCC.

e. As part of my LCPO duties, I was also required to properly qualify junior Sailors to stand Helm and Lee Helm, among other duties. In addition to conducting qualification boards, I qualified my Sailors by spot-checking their knowledge on watch and throughout the duty day when I saw them. If I did not believe they were ready to stand the watch, I would not qualify them and I would not put them on the watchbill to stand a watch.

f. At 0523 on 21 August 2017, I was neither on watch nor on the bridge. I am aware that the following OD Division personnel that I supervise and that I personally trained were on the bridge: SN (b) (6) (Helm), BM3 (b) (6) (Lee Helm), BM3 (b) (6) and BM3 (b) (6) (offgoing and oncoming Boatswain's Mate of the Watch).

g. In hindsight, I now believe I was derelict in my duties to provide adequate training and properly qualify junior Sailors because the four Sailors mentioned above demonstrated lack of knowledge and failed to follow procedures in the following ways:

i. They did not understand the proper procedures for a perceived Loss of Steering casualty.

ii. They did not understand the function of the Emergency Override to Manual (EOTM) pushbutton, or Big Red Button.

iii. Prior to the collision, steering control was shifted from the Helm to the Lee Helm station at the SCC without an order from a bridge watchstander in a supervisory position.

iv. They failed to follow procedures for transfer of thrust control from the Helm to Lee Helm station at the SCC following the CO's order to split out steering and thrust control.

h. This dereliction was a negligent act on my part because I failed to exercise due care that a reasonably prudent person would have used under the same or similar circumstances. Additionally, I failed to gain the knowledge necessary regarding IBNS procedures related to the SCC to ensure I was knowledgeable on the transfer of steering control and thrust or operation of the EOTM pushbutton. My failure to gain this knowledge directly resulted in bridge watchstanders lacking a basic level of knowledge on the SCC.

i. I had no permission or authority to act in this derelict manner. To prevent myself from being derelict in the performance of training and qualifying my people, I should have been more engaged in their training and qualification directly as the Chief, rather than relying on the people in

the chain of command between the junior watchstander and me. As the Chief, I am ultimately responsible for my people and the safety of my ship.

Statement of BMC Jeffery Butler, USN

I, BMC Jeffery Butler, USN, swear that all of the foregoing statements in this Stipulation of Fact are true and that I entered into this Stipulation of Fact intelligently, voluntarily, and under no duress or coercion from anyone. I understand that the Summary Court Martial Officer will use this Stipulation of Fact in determining my guilt and determining an appropriate sentence. I understand that by entering this Stipulation of Fact, I am electing to give up my Constitutional right to remain silent, to a trial of facts on the offenses, and to confront and cross-examine witnesses against me. I understand that I am providing the Court with the strongest proof against me known to law.

Date: 10 MAR 18

(b) (6)

Jeffery Butler
BMC, USN
Accused

Date: 14 Mar 18

(b) (6)

LCDR, JAGC, USN
Detailed Defense Counsel

Date: 14 MAR 18

(b) (6)

LT, JAGC, USN
Assistant Defense Counsel

Date: 16 Mar 18

(b) (6)

Matthew E. Shovlin
LCDR, JAGC, USN
Trial Counsel

UNCLASSIFIED

1. EXECUTIVE SUMMARY - USS JOHN S MCCAIN.....	44
1.1 Introduction.....	44
1.2 Summary of Findings.....	45
2. DESCRIPTION OF EVENTS	46
2.1 Background.....	46
2.2 Events Leading to the Collision.....	47
3. IMPACT OF THE COLLISION.....	49
3.1 Impact to Berthing 5	52
3.2 Impact on Berthing 3	54
3.3 Impact on Berthings 4, 6, and 7	56
4. MEDICAL EFFORTS AND INJURIES	57
5. SEARCH AND RESCUE EFFORTS - 21 TO 24 AUGUST 2017.....	58
6. DIVING AND RECOVERY OPERATIONS	59
7. FINDINGS.....	60
7.1 Training.....	60
7.2 Seamanship and Navigation.....	61
7.3 Leadership and Culture	61
ANNEX A - TIMELINE OF EVENTS	63
ANNEX B – PHOTOGRAPHS.....	68
B1: Port side view of JOHN S MCCAIN post-collision.....	68
B2: Internal and external views of the damage caused by the collision	69
B3: Berthing 3 Primary egress (laddervell) of JOHN S MCCAIN post-collision, with views into Berthing 3	70
B4: View within Berthing 3, facing port (comparison)	71
ANNEX C – Catalog of Flooding in Spaces aboard USS JOHN S MCCAIN	72

PROSECUTION EXHIBIT 2
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

1 of 20

UNCLASSIFIED

UNCLASSIFIED

1. EXECUTIVE SUMMARY - USS JOHN S MCCAIN

1.1 Introduction

USS JOHN S MCCAIN collided with Motor Vessel ALNIC MC on 21 August 2017 in the Straits of Singapore.

JOHN S MCCAIN is a Flight I Arleigh Burke Class Destroyer, commissioned in 1994 and homeported in Yokosuka, Japan, as part of the Forward Deployed Naval Forces and Carrier Strike Group FIVE. Approximately 300 sailors serve aboard MCCAIN. MCCAIN is 505 feet in length and carries a gross tonnage of approximately 9,000 tons.

ALNIC MC is a Liberia flagged oil and chemical tanker built in 2008. ALNIC MC is approximately 600 feet long and has a gross tonnage of approximately 30,000 tons.

The collision between JOHN S MCCAIN and ALNIC resulted in the deaths of 10 U.S. Sailors due to impact with MCCAIN's berthing compartments, located below the waterline of the ship. ALNIC suffered no fatalities. U.S. Sailor fatalities were:

ETC Charles Nathan Findley of Amazonian, Missouri, 31 years old.

ICC Abraham Lopez of El Paso, Texas, 39 years old.

ET1 Kevin Sayer Bushell of Gaithersburg, Maryland, 26 years old.

ET1 Jacob Daniel Drake of Cable, Ohio, 21 years old.

IT1 Timothy Thomas Eckels Jr. of Baltimore, Maryland, 23 years old.

IT1 Corey George Ingram of Poughkeepsie, New York, 28 years old.

ET2 Dustin Louis Doyon of Suffield, Connecticut, 26 years old.

ET2 John Henry Hoagland III of Killeen, Texas, 20 years old.

IC2 Logan Stephen Palmer of Harristown, Illinois, 23 years old.

ET2 Kenneth Aaron Smith of Cherry Hill, New Jersey, 22 years old.

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

2 of 30

UNCLASSIFIED

UNCLASSIFIED

1.2 Summary of Findings

The Navy determined the following causes of the collision:

Loss of situational awareness in response to mistakes in the operation of the JOHN S MCCAIN's steering and propulsion system, while in the presence of a high density of maritime traffic.

Failure to follow the International Nautical Rules of the Road, a system of rules to govern the maneuvering of vessels when risk of collision is present.

Watchstanders operating the JOHN S MCCAIN's steering and propulsion systems had insufficient proficiency and knowledge of the systems.

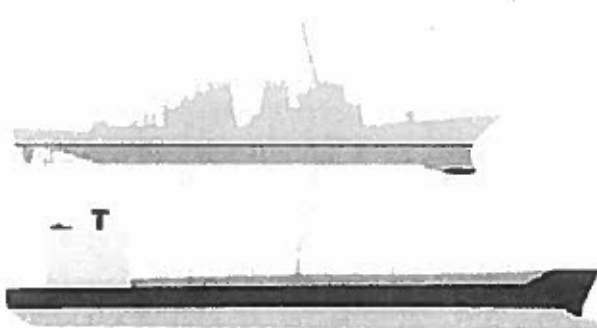


Figure 1 – Relative size of USS JOHN S MCCAIN

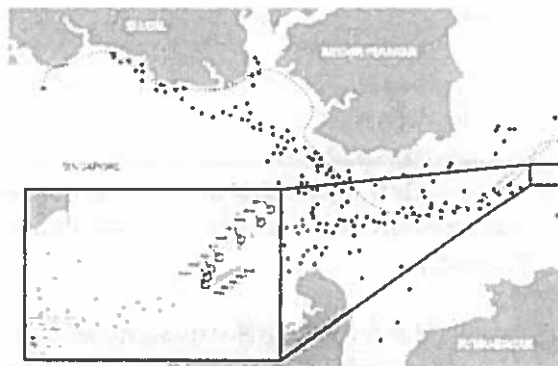


Figure 2 – Illustration Map of Approximate Collision Location

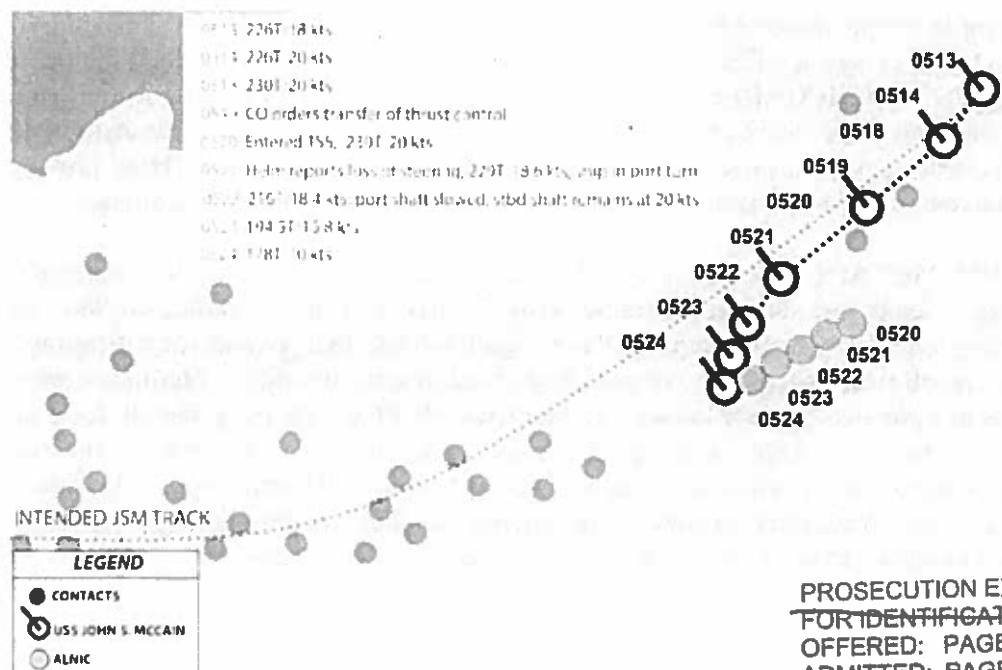


Figure 3 – Illustration Map of Approximate Collision Location

PROSECUTION EXHIBIT 2
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____

3 of 30

UNCLASSIFIED

UNCLASSIFIED

2. DESCRIPTION OF EVENTS

2.1 Background

JOHN S MCCAIN departed its homeport of Yokosuka, Japan on 26 May 2017 for a scheduled six month deployment in the Western Pacific, which at the time of the collision had included operations in the East and South China Seas, and port visits in Vietnam, Australia, Philippines and Japan. On the morning of 21 August, JOHN S MCCAIN was 50 nautical miles east of Singapore, approaching the Singapore Strait and Strait of Malacca, in transit to a scheduled port of call at Changi Naval Base, Singapore. These Straits form a combined ocean passage that is one of the busiest shipping lanes in the world, with more than 200 vessels passing through the straits each day. JOHN S MCCAIN was transiting through the southern end of the Strait. See Figure 2. In the predawn hours of 21 August 2017, the moon had set and the skies were overcast. There was no illumination and the sun would not rise until 0658. Seas were calm, with one to three foot swells. All navigation and propulsion equipment was operating properly.

At 0418, JOHN S MCCAIN transitioned to a Modified Navigation Detail due to approaching within 10 nautical miles from shoal water. This detail is used by the Navy when in proximity of water too shallow to safely navigate as occurs when entering ports. This detail supplemented the on watch team with a Navigation Evaluator and Shipping Officer, providing additional personnel and resources in the duties of Navigation and management of the ship's relative position to other vessels.

JOHN S MCCAIN was scheduled to enter the Singapore Strait Traffic Separation Scheme less than an hour later. Traffic separation schemes are established by local authorities in approaches to ports throughout the world to provide ships assistance in separating their movements when transiting to and from ports. The Commanding Officer had been physically present on the bridge since 0115, a practice common for operations with higher risk, such as navigating in the presence of busy maritime traffic at night. The Executive Officer (XO) reported to the bridge at 0430 to provide additional supervision and oversight to enter port. Although JOHN S MCCAIN entered the Middle Channel of the Singapore Strait (a high traffic density area) at 0520, the Sea and Anchor Detail, a team the Navy uses for transiting narrower channels to enter port was not scheduled to be stationed until 0600. This Detail provides additional personnel with specialized navigation and ship handling qualifications.

JOHN S MCCAIN was operating by procedures established for U.S. Navy surface ships when operating at sea before sunrise, including being at "darkened ship." "Darkened Ship" means that all exterior lighting was off except for the navigation lights that provide identification to other vessels, and all interior lighting was switched to red instead of white to facilitate crew rest. The ship was in a physical posture known as "Modified ZEBRA," meaning that all doors inside the ship, and all hatches, which are openings located on the floor between decks, at the main deck and below were shut to help secure the boundaries between different areas of the ship in case of flooding or fire. Watertight scuttles on the hatches (smaller circular openings that can be opened or closed independently of the hatch) were left open in order to allow easy transit between spaces.

PROSECUTION EXHIBIT 2
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

UNCLASSIFIED

46

40f30

UNCLASSIFIED

2.2 Events Leading to the Collision

At 0519, the Commanding Officer noticed the Helmsman (the watchstander steering the ship) having difficulty maintaining course while also adjusting the throttles for speed control. In response, he ordered the watch team to divide the duties of steering and throttles, maintaining course control with the Helmsman while shifting speed control to another watchstander known as the Lee Helm station, who sat directly next to the Helmsman at the panel to control these two functions, known as the Ship's Control Console. See Figures 3 and 4. This unplanned shift caused confusion in the watch team, and inadvertently led to steering control transferring to the Lee Helm Station without the knowledge of the watch team. The CO had only ordered speed control shifted. Because he did not know that steering had been transferred to the Lee Helm, the Helmsman perceived a loss of steering.

Figure 4 – Bridge Schematic of JOHN S MCCAIN

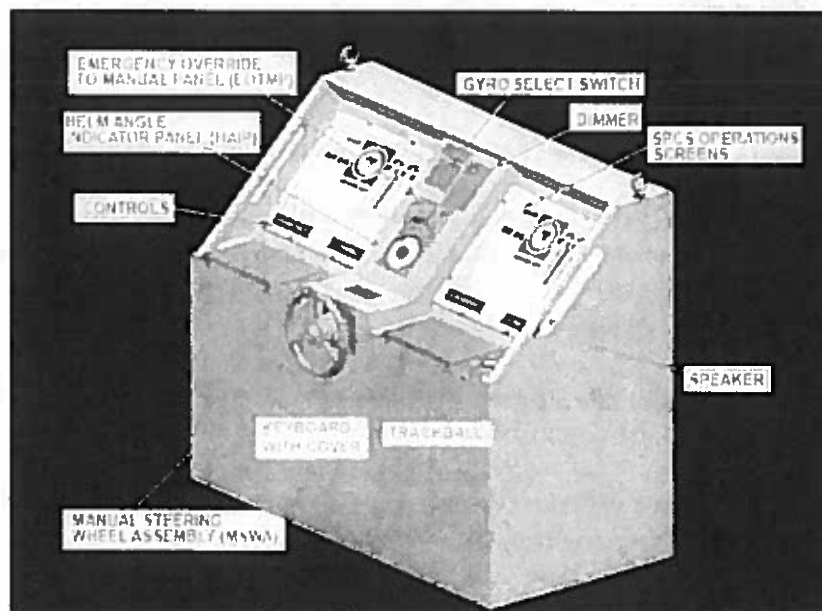
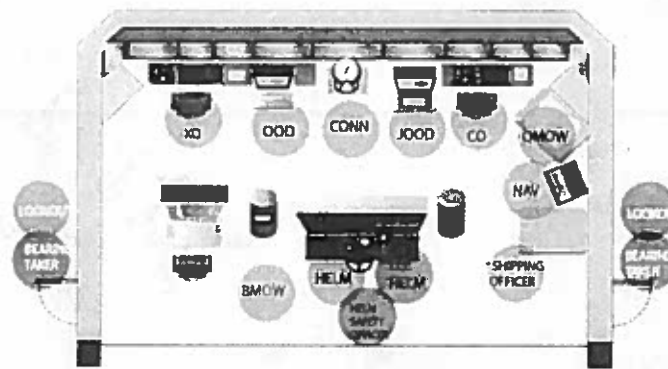


Figure 5 – Illustration of Ship Control Console on JOHN S MCCAIN

PROSECUTION EXHIBIT 2
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____

UNCLASSIFIED

47

5/130

UNCLASSIFIED

Steering was never physically lost. Rather, it had been shifted to a different control station and watchstanders failed to recognize this configuration. Complicating this, the steering control transfer to the Lee Helm caused the rudder to go amidships (centerline). Since the Helmsman had been steering 1-4 degrees of right rudder to maintain course before the transfer, the amidships rudder deviated the ship's course to the left.

Additionally, When the Helmsman reported loss of steering, the Commanding Officer slowed the ship to 10 knots and eventually to 5 knots, but the Lee Helmsman reduced only the speed of the port shaft as the throttles were not coupled together (ganged). The starboard shaft continued at 20 knots for another 68 seconds before the Lee Helmsman reduced its speed. The combination of the wrong rudder direction, and the two shafts working opposite to one another in this fashion, caused an un-commanded turn to the left (port) into the heavily congested traffic area in close proximity to three ships, including the ALNIC. See Figure 5.

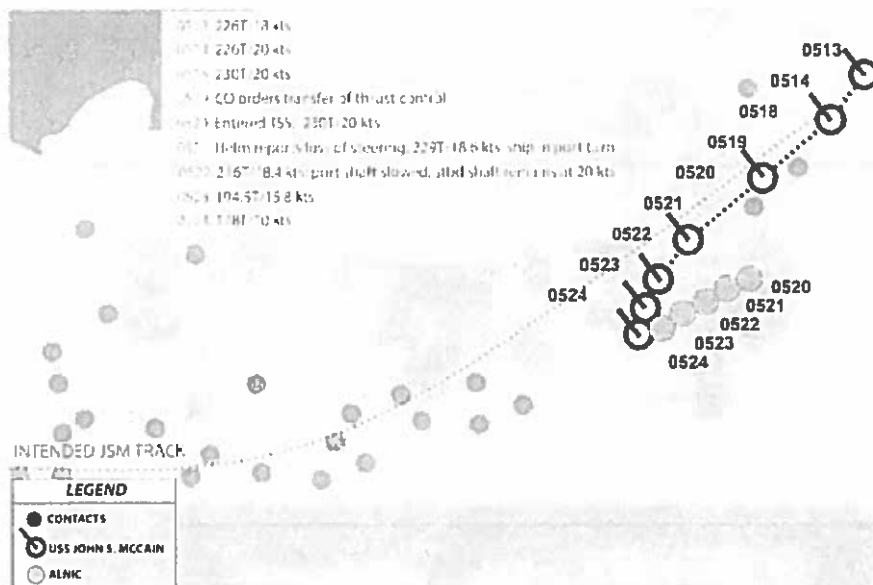


Figure 6 – Illustration Map of Approximate Collision Location

Although JOHN S MCCAIN was now on a course to collide with ALNIC, the Commanding Officer and others on the ship's bridge lost situational awareness. No one on the bridge clearly understood the forces acting on the ship, nor did they understand the ALNIC's course and speed relative to JOHN S MCCAIN during the confusion.

Approximately three minutes after the reported loss of steering, JOHN S MCCAIN regained positive steering control at another control station, known as Aft Steering, and the Lee Helm gained control of both throttles for speed and corrected the mismatch between the port and starboard shafts. These actions were too late and at approximately 0524 JOHN S MCCAIN crossed in front of ALNIC's bow and collided. See Figure 6.

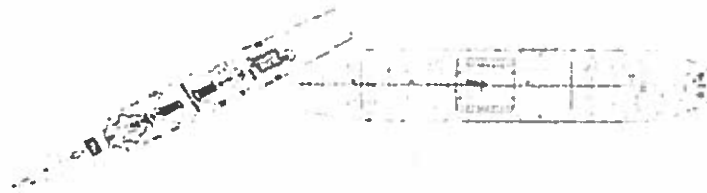
PROSECUTION EXHIBIT 2
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____

48

UNCLASSIFIED

6 of 30

UNCLASSIFIED



**Figure 7 – Approximate Geometry and Point of Impact
between USS JOHN S MCCAIN and ALNIC MC**

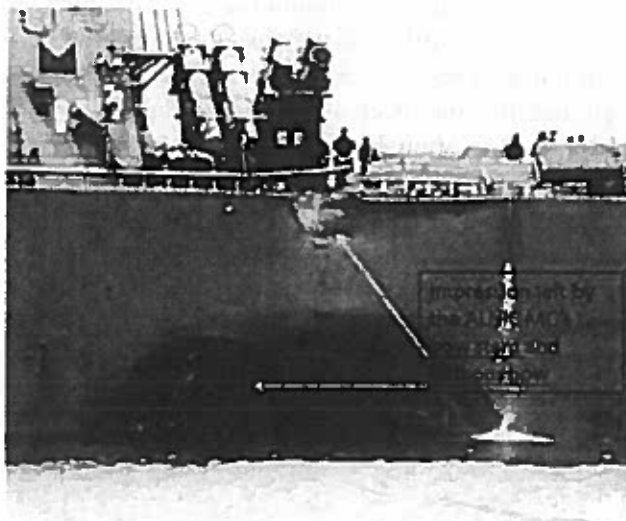
Despite their close proximity, neither JOHN S MCCAIN nor ALNIC sounded the five short blasts of whistle required by the International Rules of the Nautical Road for warning one another of danger, and neither attempted to make contact through Bridge to Bridge communications.

3. IMPACT OF THE COLLISION

The bulbous bow of ALNIC MC impacted JOHN S MCCAIN on the port (left) aft side. The impact created a 28-foot diameter hole both below and above the waterline of the JOHN S MCCAIN. See Figures 7, 8, and 9.



**Figure 8 – Bulbous bow of
ALNIC MC and damage to
hull from bow to stern**



**Figure 9 – Point of impact on JOHN S MCCAIN
from ALNIC MC**

The point of impact was centered on Berthings 3 and 5 as noted in Figure 9. All significant injuries occurred to Sailors that were in Berthing 3 at the time of the impact. All ten of the fallen Sailors were in Berthing 5 at the time of impact.

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

UNCLASSIFIED

71F30

UNCLASSIFIED

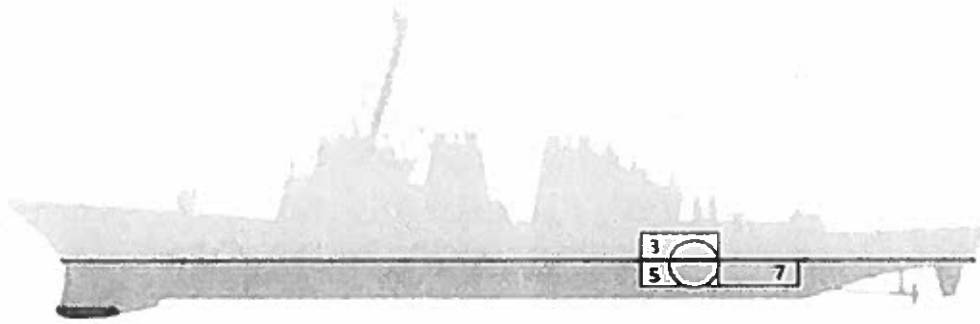


Figure 10 - Depiction of Approximate Location of Point of Impact

ALNIC MC and JOHN S MCCAIN initially remained attached to each other after the collision. Sailors describe this as lasting up to a couple of minutes. The prolonged contact kept the ship from taking a list (tilt to one side) immediately. Sailors on the bridge and on the external deck of the ship immediately after the collision could see ALNIC MC's bow (front of the ship) still lodged into the side of JOHN S MCCAIN. However, within 15 minutes JOHN S MCCAIN had developed a four degree list to port as the ship flooded.

The collision was felt throughout the ship. Watchstanders on the bridge were jolted from their stations momentarily and watchstanders in aft steering were thrown off their feet. Several suffered minor injuries. Some Sailors thought the ship had run aground, while others were concerned that they had been attacked. Sailors in parts of the ship away from the impact point compared it to an earthquake. Those nearest the impact point described it as like an explosion.

As required by Navy procedures, the Executive Officer ordered the collision alarm sounded to alert personnel to begin damage control efforts. The Commanding Officer remained on the bridge and the Executive Officer departed to the Combat Information Center and eventually to Berthing 3 to provide oversight in damage control efforts. The Command Master Chief, the senior assigned enlisted Sailor onboard, went to the area where damage control efforts, known as the Central Control Station, were managed and then moved about the ship, assisting damage control efforts. After the situation on the bridge stabilized, the Commanding Officer then proceeded to Central Control Station to check on the status of the damage control efforts.

The CO ordered the watch team to announce the collision on the Bridge-to-Bridge radio, which alerted other ships in the area to the collision and the damages. At 0530, JOHN S MCCAIN requested tugboats and pilots from Singapore Harbor to assist in getting the ship to Changi Naval Base.

JOHN S MCCAIN changed its lighting configuration at the mast to one red light over another red light, known as "red over red," the international lighting scheme that indicates a ship that is "not under command." Under the International Rules of the Nautical Road, this warns other ships that, due to an exceptional circumstance, a vessel is unable to maneuver as required.

Most of the electronic systems on the bridge were inoperable until the two ships parted. Main communications systems on the bridge stopped working after the collision and the bridge began

UNCLASSIFIED

PROSECUTION EXHIBIT 2
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____

50

9 of 20

UNCLASSIFIED

using handheld radios to communicate with aft steering. Sound powered phones, which do not require electrical power to transmit communications, and handheld radios were the main means of communication from the bridge. Aft Internal Communications, a space adjacent to Berthing 5 with communications control equipment, quickly flooded and was likely responsible for the loss of bridge communications.

All U.S. Navy ships are designed to withstand and recover from damage due to fire, flooding, and other damage sustained during combat or other emergencies. Each ship has a Damage Control Assistant, working under the Engineering Officer, in order to establish and maintain an effective damage control organization. The Damage Control Assistant oversees the prevention and control of damage including control of stability, list, and trim due to flooding (maintaining the proper level of the ship from side to side and front and back), coordinates firefighting efforts, and is also responsible for the operation, care and maintenance of the ship's repair facilities. The Damage Control Assistant ensures the ship's repair party personnel are properly trained in damage control procedures including firefighting, flooding and emergency repairs. The Damage Control Assistant is assisted by the Damage Control Chief (DCC), a chief petty officer specializing in Damage Control. The officer in charge of damage control efforts, the Damage Control Assistant called away General Quarters to notify the crew to commence damage control efforts.

General Quarters is a process whereby the crew reports to pre-assigned stations and duties in the event of large casualties such as flooding. General Quarters is announced by an alarm that sounds throughout the ship to alert the crew of an emergency situation or potential combat operations. All crewmembers are trained to report to their General Quarters watch station and to set a higher condition of material readiness against fire, flooding, or other damage. This involves securing additional doors, hatches, scuttles, valves and equipment to isolate damage and prepare for combat. Navy crews train on Damage Control continuously, with drills being run in port and underway frequently to prepare the teams for damage to equipment and spaces. During any emergency condition (fire, flooding, combat operations), the Damage Control Assistant coordinates and supervises all damage control efforts from one of the three Damage Control Repair Lockers.

Damage Control Repair Lockers are specialized spaces stationed throughout the ship filled with repair equipment and manned during emergencies with teams of about 20 personnel trained to respond to casualties. There are three repair lockers on the JOHN S. MCCAIN: Repair Locker 2, Repair Locker 5, and Repair Locker 3. Repair Locker 2 covers the forward part of the ship, Repair Locker 5 covers the engineering spaces and Repair Locker 3 covers the aft part of the ship. Each locker is maintained with similar equipment. Personnel assigned to repair lockers are trained and qualified to respond to and repair damage from a variety of sources with a specific focus on fire and flooding. Each repair locker can act independently but is also designed to support the others and can take over the responsibilities for any locker if damage prevents that locker's use. The repair lockers are normally unmanned unless the ship sets a condition of higher readiness like General Quarters when they would be manned within minutes.

Sailors began to locate, report and track flooding, fire, and structural damage to the ship immediately. Significant damage was reported throughout the ship in the moments after the

UNCLASSIFIED

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
9 of 60

51

UNCLASSIFIED

collision, including flooding, internal fuel leakage, loss of ventilation and internal communications, and degradation of many of the ship's other systems.

JOHN S MCCAIN began the process of accounting for all crew members immediately after the collision. This process continued even as the crew made emergency repairs, battled flooding, and helped each other out of damaged spaces. The damage control efforts made confirming the location of personnel difficult. Varying reports of missing Sailors were made in the first minutes after the collision. However, by the submission of the third complete report, there was reasonable confidence that the crew had been accounted for was correct because all of the ten missing Sailors had been consistently reported missing and all lived in Berthing 5, a space that was inaccessible and flooded.

3.1 Impact to Berthing 5

Berthing 5 is located aft (near the back of the ship) on the port side. See Figure 10. It is approximately 25 feet by 15 feet and has 18 racks, stacked as bunk beds three-high. Each row of racks has a locker for Sailors' belongings. There is a lounge with seats, a small table, and a wall-mounted television. There is a head with one toilet, one shower stall, and one sink.

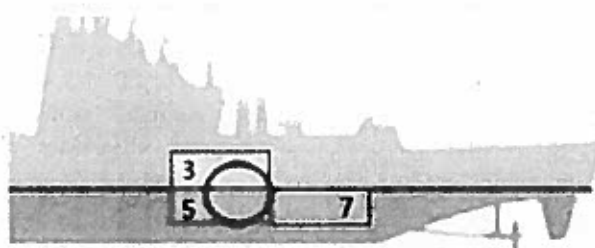


Figure 11 - Relative Positions of Berthings 3, 5 (in green), and 7, and point of impact

There are two means to exit Berthing 5: the primary egress (ladderwell) through a hatch with a scuttle (Figure 11) and an escape scuttle into Berthing 3 on the deck above (Figure 12).

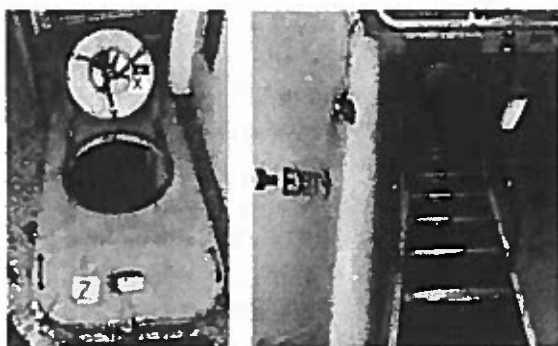


Figure 12 - Primary egress from Berthing 5
Left: from within Berthing 5
Right: Above on the deck outside Berthing 3

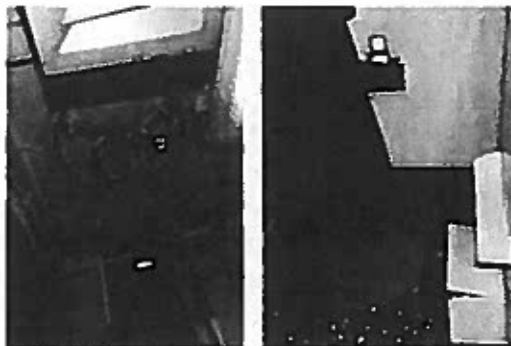


Figure 13 - Escape Scuttle from Berthing 5
Left: From within Berthing 5
Right: Above in Berthing 3

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

UNCLASSIFIED

10 of 20

52

UNCLASSIFIED

During Modified ZEBRA, the hatch is closed, but the scuttle is open for ease of access. The escape scuttle is normally closed at all times, as it was at the time of the impact. The collision knocked debris in Berthing 3 on top of the escape scuttle connecting Berthing 3 to Berthing 5 below it. This would have made any attempts to open and exit through the escape scuttle very difficult.

Most of the Berthing 5, a space that is normally 15 feet wide, was compressed by the impact to only 5 feet wide. There were 17 Sailors assigned to Berthing 5. At the time of the collision, all were aboard the ship and five were on watch or outside the space. Based on the size of the hole, and the fact that Berthing 5 is below the waterline the space likely fully flooded in less than a minute after the collision.

Two Sailors who were in Berthing 5 at the time of the collision escaped from the space. The first Sailor was on the second step of the ladder-well leading to the deck above when the collision occurred. The impact of the collision knocked him to the ground, leaving his back and legs bruised. Fuel quickly pooled around him and he scrambled up and back onto the ladder. The Sailor climbed out of Berthing 5 through the open scuttle, covered in fuel and water from the near-instantaneous flooding of the space. He did not see anyone ahead of or behind him as he escaped. He reported seeing two other Sailors in the lounge area, one preparing for watch duties and another standing near his rack. Both of these Sailors were lost, along with the eight shipmates who were in their racks to rest at the time of the collision.

The second Sailor who escaped from Berthing 5 heard the crashing and pushing of metal before the sound of water rushing in. Within seconds, water was at chest level. The passageway leading to the ladder-well was blocked by debris, wires and other wreckage hanging from the overhead. From the light of the battle lanterns (the emergency lighting that turns on when there is a loss of normal lights due to power outage) he could see that he would have to climb over the debris to get to the ladder-well.

As he started his climb across the debris to the open scuttle, the water was already within a foot of the overhead, so he took a breath, dove into the water, and swam towards the ladder-well. Underwater, he bumped into debris and had to feel his way along. He was able to stop twice for air as he swam, the water higher each time, and eventually used the pipes to guide him towards the light coming from the scuttle. The Sailor found that the blindfolded egress training, a standard that requires training to prepare Sailors for an emergency and was conducted when he reported to the command, was essential to his ability to escape.

One Sailor was alerted by the first Sailor who escaped Berthing 5 that others were still inside the space, and he went to assist them. When he first reached the closed hatch and open scuttle, the water in Berthing 5 was at the top of the third rung. He tried to enter the space, but was forced back up the ladder by the pressure of the escaping air and rising water, which within seconds had risen to within a foot of the hatch. He saw a Sailor swimming toward the exit and pulled him out of the water through the scuttle between the two decks. This was the second and last Sailor to escape from Berthing 5. His body was scraped, bruised, and covered with chemical burns from being submerged in the mixture of water and fuel.

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

UNCLASSIFIED

53

UNCLASSIFIED

An additional Sailor who came to assist observed the rescue and, looking down into the berthing, saw "a green swirl of rising seawater and foaming fuel" approaching the top of the scuttle. As the final Sailor to leave Berthing 5 was pulled to safety, the Sailors at the top of the scuttle checked to see if there was anyone behind him. They did not see anybody. By then, so much water was already coming up through the scuttle that it was difficult to close and secure. The fuel mixed in with the water made one of Sailor's hands so slippery that he cut himself while using the wrench designed to secure the scuttle, but the two were able to secure it to stop the rapid flooding of the ship.

3.2 Impact on Berthing 3

Berthing 3 is immediately above Berthing 5, but spans the width of the ship. There are two points of egress from each side of Berthing 3; on the port side there is a ladder-well leading down into the center of the berthing and an escape scuttle that is located in the forward section of the space leading up to the next deck. There were 71 Sailors assigned to Berthing 3.

At 0530, the DCA began receiving reports of a ruptured fire main and water and fuel flooding into Berthing 3. The port side of Berthing 3 suffered substantial damage, including a large hole in the bulkhead. See Figure 13. Racks and lockers detached from the walls and were thrown about, leaving jagged metal throughout the space. Cables and debris hung from the ceiling.

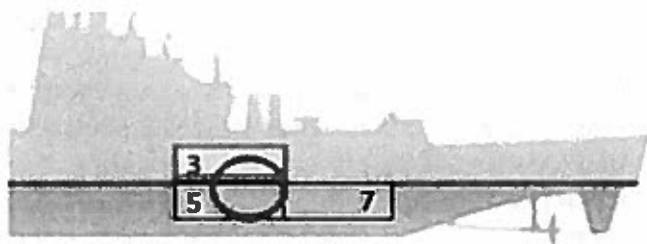


Figure 14 - Relative Positions of Berthings 3, 5, and 7 and point of impact

A Sailor from Berthing 3, who was later medically evacuated from the ship, sustained his injuries as the wall next to him blew apart in the collision and threw him to the ground. Water and fuel quickly pooled around him in the short time he was on the ground, and he began crawling over debris to escape. Another Sailor went to him and helped pull him to the lounge area and toward the ladder. On the way, the Sailor who was being assisted fell on the slippery floor and hit his head. Two other Sailors, also injured, helped him reach the flight deck.

Limited lighting guided the remaining Sailors as they left the berthing space. Sailors had to climb over lockers and other debris to escape, using the high vantage point to also minimize the risk of electrocution from traveling through the rising water. Some escaped in only their underwear, and many were bruised and bloodied from injuries sustained in the collision and covered in fuel. At least one Sailor attempted to move the metal rack pinning a trapped shipmate, and realized that he could not move it alone. The Sailors who escaped Berthing 3 provided some of the first reports to CCS that the space was severely damaged, that it was rapidly taking on water, and that Sailors were trapped inside.

PROSECUTION EXHIBIT 2
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____
 (12 FEB)

UNCLASSIFIED

54

UNCLASSIFIED

Hearing reports that Sailors were trapped in Berthing 3, the Executive Officer and a group of Sailors, including some who evacuated Berthing 7, went to check on their shipmates. Several Sailors were pinned in their racks as a result of the collision but, as the two ships pulled apart, the twisted metal shifted and most of the Sailors in Berthing 3 were able to escape as the debris moved. One of these Sailors was pinned in his rack underneath two racks that had collapsed and a number of lockers that became dislodged during the collision. He was able to escape after ALNIC MC detached. See Figures 14 and 15.



Figure 15 – Berthing 3 facing port

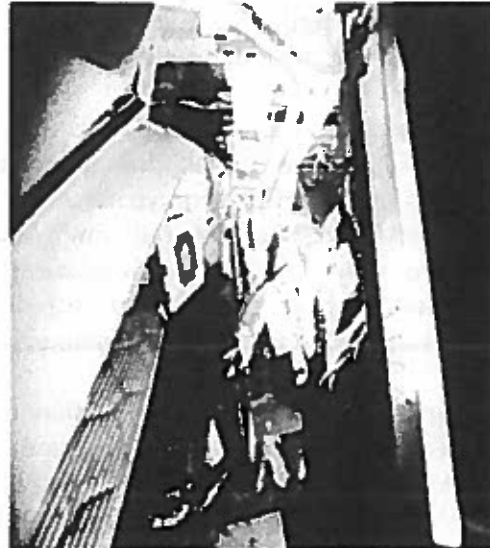


Figure 16 – Berthing 3 facing port after collision

However, two Sailors remained pinned in their racks even after the ships separated. Four members of the crew entered Berthing 3 through the jagged metal and rising water to rescue them. The first of these rescuers heard Sailors shouting for help from inside Berthing 3 and tried to enter on the port side; however, the door was blocked by debris, so he ran to the entrance on the starboard (right) side of the berthing.

One of the Sailors trapped in Berthing 3 had been asleep at the time of the collision and was awoken by it. When he opened his eyes, he understood that he was pinned in his rack, with one of his shoulders stuck between his rack and the rack above. He felt both air and water moving around him. He could hear shouting and began shouting himself, which alerted his others that he was trapped. Only his hand and foot were visible by those outside of the rack. The one battle lantern in the area provided the only light for rescuers to find the trapped Sailor. Water was already at knee level when rescuers reached him. The debris was too heavy for the rescuers to move, and a Portable Electric All-Purpose Rescue System, a "jaw of life" cutting device, was required to cut through the metal, separate the panels of the rack, and pull the panels out of the way. After approximately 30 minutes, these efforts allowed the trapped Sailor to pull his arm free. Moments later, the rescuers pulled him from between the racks by his foot. Stretcher bearers came to Berthing 3 and carried this Sailor to the Mess Decks to receive medical treatment.

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

13 FEB 90

55

UNCLASSIFIED

UNCLASSIFIED

The second Sailor was in a bottom rack in Berthing 3. His rack was lifted off the floor as a result of the collision, which likely prevented him from drowning in the rising water, and he was trapped at an angle between racks that had been pressed together. Light was visible through a hole in his rack and he could hear the water and smell the fuel beginning to fill Berthing 3. He attempted to push his way out of the rack, but every time he moved the space between the racks grew smaller and he was unable to escape. His foot was outside the rack and he could feel water. It was hot in the space and difficult to breathe, but he managed to shout for help and banged against the metal rack to get the attention of other Sailors in the berthing space. The Sailors who entered Berthing 3 to rescue others heard this and began assisting him, but he was pinned by more debris than the first Sailor freed.

It took approximately an hour from the time of the collision to free the second Sailor from his rack. Rescuers used an axe to cut through the debris, a crow bar to pull the lockers apart piece by piece, and rigged a pulley to move a heavy locker in order to reach the Sailor. Throughout the long process, his rescuers assured him by touching his foot, which was still visible. Once freed, the Sailor was the last person to escape Berthing 3. Everything aft of his rack was a mass of twisted metal. He had scrapes and bruises all over his body, suffered a broken arm, and had hit his head. He was unsure whether he remained conscious throughout the rescue.

At least one scuttle to Berthing 3 was shut during damage control efforts. The space was electrically isolated and, at 0608, the fire main valves were closed, reducing the amount of flooding. Dewatering efforts began and succeeded in removing the water from Berthing 3 prior to JOHN S MCCAIN's arrival at Changi Naval Base.

3.3 Impact on Berthings 4, 6, and 7

Berthings 5 and 7 are next to each other on the port side of the ship, mirrored by Berthings 4 and 6, respectively, on the starboard side of the ship. Berthings 4 and 5 are connected across the ship through "cross flooding ducts," designed to distribute water from port to starboard side (or vice versa) to keep the ship level if it takes on water. Berthings 6 and 7 are similarly connected. A six foot long crack in the wall between Berthings 5 and 7, created by the collision, allowed water to move between the spaces.

All Sailors in Berthing 7 were able to evacuate, but water was at approximately knee level as they exited the space. At 0530 there was report of a ruptured pipe in Berthing 7, which added to the flooding caused by the cracked wall separating Berthings 5 and 7. By 0605, Berthing 7 was reported as lost, meaning that it was fully flooded and secured to prevent the flooding from spreading to the rest of the ship.

All Sailors in Berthing 4 were able to evacuate. At 0544, Sailors reported 4 inches of water on the deck in Berthing 4. Sailors in Berthing 4 were thrown about their racks by the force of the collision. By 0627, the berthing space was lost. See Figures 16 and 17.

PROSECUTION EXHIBIT 2
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
14060

UNCLASSIFIED

56

UNCLASSIFIED

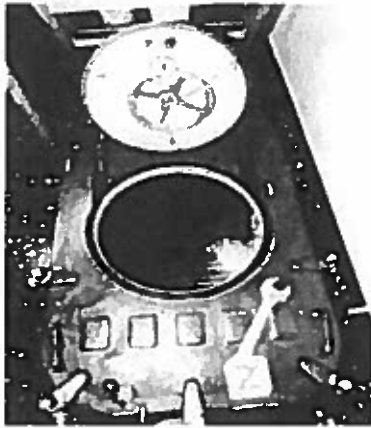


Figure 17—Scuttle and hatch into Berthing 4 showing the space completely flooded

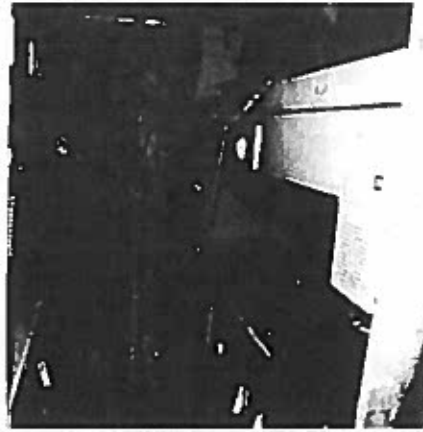


Figure 18—Berthing 4 racks after dewatering

All Sailors in Berthing 6 were able to evacuate. At 0546 flooding was reported in Berthing 6, which is across from Berthing 7 on the starboard side of the ship. Despite the crew's dewatering efforts, the space was declared lost at 0627.

At approximately 0630, as a result of crew's resiliency and successful damage control and engineering repair efforts, JOHN S MCCAIN was able to proceed under its own power toward Changi Naval Base, Singapore, at an average speed of 3 knots. JOHN S MCCAIN's navigation equipment was degraded as a result of the collision. While most electronic navigational aids on the bridge were operational, multiple warnings and alerts were illuminated, reducing the navigation team's confidence that the information was reliable. Because of the degraded information, the team relied on "seaman's eye" to stay on track while returning to port. Lack of ventilation across the ship raised concerns based on the amount of fuel that had spilled and the risks posed by rising temperatures inside the ship. The temperatures also drove many Sailors to the flight deck in order to escape the heat.

4. MEDICAL EFFORTS AND INJURIES

JOHN S MCCAIN medical teams established a triage center in Messing. This space, where the crew eats their meals, provided the largest open space on the ship and medical procedures can be performed on the cafeteria-style tables. The medical team treated lacerations and chemical burns from fuel exposure, splinted broken bones, and provided broad spectrum antibiotics to Sailors with open wounds. Triage care moved back to the Medical office at approximately 0630, as the initial rush of patients had been treated so the medical team would have full access to their equipment and supplies.

At approximately 0915, as the ship was transiting to Changi Naval Base, four seriously injured Sailors were medically evacuated to Singapore General Hospital by helicopter. Once pier-side at Changi Naval Base, another Sailor was transported to the hospital because of shock

UNCLASSIFIED

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
15 0630

57

UNCLASSIFIED

symptoms and an injury to his shoulder. This Sailor was one of the Sailors who had been trapped in Berthing 3. Three of the five medically evacuated Sailors were transported from Singapore to Yokosuka, Japan on 27 August 2017. The remaining two were transported back to Yokosuka, Japan on 28 August 2017.

As JOHN S MCCAIN approached Changi Naval Base, AMERICA approached alongside and two members of AMERICA's medical team came aboard to provide additional support, including intravenous fluids to treat heat stroke. Once the ships were pier side, AMERICA hosted the JOHN S MCCAIN medical team, together treating Sailors with cuts and chemical burns from fuel exposure. Until alternative arrangements could be made, AMERICA also provided meals for all JOHN S MCCAIN Sailors and berthing for over 150 Sailors whose berthings were flooded. The Sailors and Marines aboard AMERICA also provided initial support for the JOHN S MCCAIN crew, including daily supplies, watchstanders, counseling, and communications network support.

In total, 48 Sailors suffered injuries that required medical treatment. Five Sailors who were treated at Singapore General Hospital suffered severe injuries and were unable to return to their duties for more than 24 hours. Of the 48 injured Sailors, 43 continued to assist with damage control and recovery efforts immediately following the collision.

5. SEARCH AND RESCUE EFFORTS - 21 TO 24 AUGUST 2017

Though the ship did not have a complete muster confirming ten Sailors were missing until 0715, JOHN S MCCAIN reported that Sailors were believed missing within moments of the collision. Coordination began immediately for search and rescue (SAR) efforts in the water space surrounding the collision site.

At approximately 0715 on 21 August 2017 SAR Operations commenced with Commander, Amphibious Squadron 3 (CPR 3) as SAR On-Scene Commander. At approximately 0700, AMERICA was en route and preparing to launch MV-22B Ospreys and MH- 60S Sea Hawks to support SAR efforts once in range. Republic of Singapore Navy (RSN) and Republic of Singapore Coast Guard (RSNCG) SAR units were on station by 0800. Eventually there would be six Singaporean and six Malaysian vessels searching near the collision site.

At approximately 0900, the Republic of Singapore (RSN) deployed three ships with damage control equipment to assist and transfer equipment to JOHN S MCCAIN on a rigid-hulled inflatable boat (RHIB).

At approximately 1000 and 1030, two helicopters from AMERICA landed on the deck of JOHN S MCCAIN with damage control equipment and in support of the SAR efforts. By approximately 1400, U.S. Navy aircraft were conducting SAR efforts within 25nm of the collision point. A RSN helicopter, two RSN patrol boats, and a RSNCG vessel were on scene to assist.

The Malaysian Navy and RSN both searched 10nm on either side of the path that JOHN S MCCAIN had traveled, attempting to locate any Sailors that may have fallen through the hole in the ship's hull made by the collision. Throughout the evening of 21 August 2017, and

UNCLASSIFIED

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
16430

58

UNCLASSIFIED

continuously until 2000 on 24 August 2017, aircraft and surface vessels from the U.S. Navy, RSN, RSNCG, Singapore Air Force, Singapore Maritime Port Authority, Royal Malaysian Navy, Malaysian Maritime Enforcement Agency, Indonesian Navy and Royal Australian Air Force conducted multinational SAR operations. These efforts were coordinated from AMERICA, lasting for more than 80 hours and spanning more than 2,100-square miles.

On 22 August 2017, a body was found in the water by Malaysian units assisting the SAR efforts. The body was determined not to be one of the Sailors missing from JOHN S MCCAIN. SEVENTH Fleet suspended all SAR efforts outside the hull of JOHN S MCCAIN at sunset on 24 August 2017. Recovery efforts inside the hull of the ship continued.

6. DIVING AND RECOVERY OPERATIONS

A team of Navy Divers arrived on JOHN S MCCAIN as the ship entered the harbor in Singapore at approximately 1200 on 21 August 2017. They began inspecting the ship to determine how best to proceed with a dive inside the ship. The leader of the dive team inspected Berthing 3 and saw waves breaking into the ship. The divers discovered the hole in the port side of JOHN S MCCAIN that was approximately 28 feet wide. See Figure 18.



Figure 19 – Port side of JOHN S MCCAIN post-collision

By approximately 1435, JOHN S MCCAIN was moored and divers were in the water looking for places to enter the hull of the ship. The hole in the port side penetrated not only the hull, but an internal fuel tank as well. The fuel in the water created a number of hazards to divers and required them to proceed cautiously.

On a second dive at approximately 1500, divers were able to enter the hull of the ship to do initial safety assessments. Many of the conditions they found led to a cautious approach to assure the safety of the divers. The large amount of debris and structural damage required the divers to move slowly about the ship, even cutting holes through racks to access parts of the space. Visibility in Berthing 5 was very poor given the debris and lack of light. The divers had to move about the space almost exclusively by feel. The dive team conducted nearly continuous

UNCLASSIFIED

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

59

17 of 30

MCCAIN BUTLER 000240

UNCLASSIFIED

dive operations over a period of seven days until all ten of the Sailors in Berthing 5 were recovered.

7. FINDINGS

Collisions at sea are rare and the relative performance and fault of the vessels involved is an open admiralty law issue. The Navy is not concerned about the mistakes made by ALNIC. Instead, the Navy is focused on the performance of its ships and what we could have done differently to avoid these mishaps.

In the Navy, the responsibility of the Commanding Officer for his or her ship is absolute. Many of the decisions made that led to this incident were the result of poor judgment and decision making of the Commanding Officer. That said, no single person bears full responsibility for this incident. The crew was unprepared for the situation in which they found themselves through a lack of preparation, ineffective command and control and deficiencies in training and preparations for navigation.

7.1 Training

From the time when the CO ordered the Helm and Lee Helm split, to moments just before the collision, four different Sailors were involved in manipulating the controls at the SCC.

Because steering control was in backup manual at the helm station, the offer of control existed at all the other control stations (Lee Helm, Helm forward station, Bridge Command and Control station and Aft Steering Unit). System design is such that any of these stations could have taken control of steering via drop down menu selection and the Lee Helm's acceptance of the request. If this had occurred, steering control would have been transferred.

The Aft Steering Helmsman did not verify the rudder was amidships when he took control of steering just prior to the collision to order the correct rudder position. As a result, the rudder had a left 33 degrees order at the console at this time, exacerbating the turn to port.

Several Sailors on watch during the collision with control over steering were temporarily assigned from USS ANTIETAM (CG 54) with significant differences between the steering control systems of both ships and inadequate training to compensate for these differences.

Multiple bridge watchstanders lacked a basic level of knowledge on the steering control system, in particular the transfer of steering and thrust control between stations. Contributing personnel assigned to ensure these watchstanders were trained had an insufficient level of knowledge to effectively maintain appropriate rigor in the qualification program. The senior most officer responsible for these training standards lacked a general understanding of the procedure for transferring steering control between consoles.

UNCLASSIFIED

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
18 of 20

60

UNCLASSIFIED

7.2 Seamanship and Navigation

Much of the track leading up to the Singapore Traffic Separation Scheme was significantly congested and dictated a higher state of readiness. Had this occurred, maximum plant reliability could have been set with a Master Helmsman and a qualified Engineering Lee Helm on watch.

If the CO had set Sea and Anchor Detail adequately in advance of entering the Singapore Strait Traffic Separation Scheme, then it is unlikely that a collision would have occurred. The plan for setting the Sea and Anchor Detail was a failure in risk management, as it required watch turnover of all key watch stations within a significantly congested TSS and only 30 minutes prior to the Pilot pickup.

If JOHN S MCCAIN had sounded at five short blasts or made Bridge-to-Bridge VHF hails or notifications in a timely manner, then it is possible that a collision might not have occurred.

If ALNIC had sounded at least five short blasts or made Bridge-to-Bridge VHF hails or notifications, then it is possible that a collision might not have occurred.

7.3 Leadership and Culture

The Commanding Officer decided not to station the Sea and Anchor detail when appropriate, despite recommendations from the Navigator, Operations Officer and Executive Officer.

Principal watchstanders including the Officer of the Deck, in charge of the safety of the ship, and the Conning Officer on watch at the time of the collision did not attend the Navigation Brief the afternoon prior. This brief is designed to provide maximum awareness of the risks involved in the evolution.

Leadership failed to provide the appropriate amount of supervision in constructing watch assignments for the evolution by failing to assign sufficient experienced officers to duties.

The Commanding Officer ordered an unplanned shift of thrust control from the Helm Station to the Lee Helm station, an abnormal operating condition, without clear notification.

No bridge watchstander in any supervisory position ordered steering control shifted from the Helm to the Lee Helm station as would have been appropriate to accomplish the Commanding Officer's order. As a result, no supervisors were aware that the transfer had occurred.

Senior officers failed to provide input and back up to the Commanding Officer when he ordered ship control transferred between two different stations in proximity to heavy maritime traffic.

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

UNCLASSIFIED

61

UNCLASSIFIED

Senior officers and bridge watchstanders did not question the Helm's report of a loss of steering nor pursue the issue for resolution.

This assessment of USS John S. McCain is not intended to imply that ALNIC mistakes and deficiencies were not also factors in the collision.

UNCLASSIFIED

PROSECUTION EXHIBIT 2~~FOR IDENTIFICATION~~

OFFERED: PAGE _____

ADMITTED: PAGE _____

20 of 20

62

UNCLASSIFIED

ANNEX A - TIMELINE OF EVENTS

20 August 2017

1300 Navigation Brief to prepare the crew for the Singapore Strait transit and entering Sembawang, Singapore.

Approx. 1326 Rudder swing checks were completed verifying satisfactory operation of the rudder.

1730 The Commanding Officer retired to his cabin to rest before reporting to the bridge at 0115 the next morning.

1904 JOHN S MCCAIN energized Navigation Lights.

2115 Modified Condition Zebra was verified. As explained in the report, this condition maximizes the ability of the ship to gain a watertight status in the event of collision.

21 August 2017

0000 JOHN S MCCAIN is en route Singapore.

0001 Log entries reported that one surface search radar was non-operable.

Approx. 0100-0101 Navigation watchstanders began to verify the ship's position at more frequent intervals (15 minutes).

0115 The Commanding Officer arrived on the Bridge.

Between approximately 0127 & 0204 Key supervisory watch stations changed personnel.

0216 Watchstanders shifted propulsion operations to what is termed split plant, a condition in which different gas turbines drive each of the two shafts separately.

0300 Currents were running at a speed of 2.7 knots requiring steering adjustment.

0315 Watchstanders report visual sighting of land.

0418 Additional watchstanders reported for duties as the Modified Navigation Detail.

0426 Navigation watchstanders began determining the ship's position at more

UNCLASSIFIED

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
21 of 30

63

UNCLASSIFIED

frequent intervals (5 minutes).

0427 JOHN S MCCAIN turned to avoid surface contacts in the area.

0430 The Executive Offer arrived on the bridge

0436 The Commanding Officer ordered steering modes shifted from automatic control to backup manual control.

Approx. 0436 Personnel responsible for tracking contacts on radar secured the auto-tracking feature on the SPS-67 radar and began manually tracking surface contacts.

Starting at 0437 The bridge ordered various rudder orders to avoid shipping. None of these maneuvers were logged.

0444 JOHN S MCCAIN turned to port and steadied on course 227T. On this course, the ship was aligned to enter the westbound Singapore Strait Traffic Separation Scheme.

Approx. 0454 Radar contact was gained on the ALNIC nearly ahead of JOHN S MCCAIN on the port side, within 8 nautical miles. ALNIC was in the center of a group of three other contacts traveling in the same general direction as JOHN S MCCAIN. Watchstanders did not discuss maneuvering intentions with respect to these contacts.

Approx. 0457 JOHN S MCCAIN increased speed to 17 knots.

0459 JOHN S MCCAIN reduced speed to 16 knots.

0500 Reveille was announced to wake the crew for entering port. The Navigator informed the OOD that previous course changes to the North to avoid surface traffic had put JOHN S MCCAIN behind on its intended track and timeline and recommended an increase in speed to make 18 knots.

0500-- 0524 JOHN S MCCAIN overtook several vessels just north of the eastern entrance to the Singapore Strait Traffic Separation Scheme. The closest point of approach during these passages was as close as 600 yards.

0509 JOHN S MCCAIN altered course to 226T.

0513 JOHN S MCCAIN increased speed to 18 knots and was steady on course 226T.

0514 JOHN S MCCAIN increased speed to 20 knots and was steady on course 226T.

PROSECUTION EXHIBIT 2
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

UNCLASSIFIED

22 #30

64

UNCLASSIFIED

0518 JOHN S MCCAIN turned starboard to course 230T, speed 20 knots. The Helmsman was compensating for the effects of currents with between 1 - 4 degrees of right rudder to stay on course 230T.

Approx. 0519 The Commanding Officer noticed the Helmsman was struggling to maintain course while simultaneously adjusting throttles. The CO ordered steering control separated from propulsion control, with duties divided between the Helm and Lee Helm watch stations. Splitting of the Helm and Lee Helm was not previously discussed at the Navigation Brief or at any time prior to the CO ordering it.

Approx. 0520 Supervisory watch stations reported that the Automated Identification System (AIS) representation of contacts was cluttered and "useless." Commercial traffic routinely reports positions via this system, enabling other vessels to use Global Positioning System (GPS) satellite information to accurately determine their positions.

05:20:03 JOHN S MCCAIN was overtaking motor vessel GUANG ZHOU WAN. JOHN S MCCAIN was making 18.6 knots over ground. JOHN S MCCAIN closed range from behind ALNIC on ALNIC's starboard side.

0520:39 The Lee Helm station took control of steering in computer assisted mode. The shift in steering locations caused the rudder to move amidships.

0520:47 Lee Helm took control of the port shaft. Port and starboard shafts were both at 087 RPM/100.1% pitch.

Just before 0521 The Helm reported to his immediate supervisor that he had lost steering control. The supervisor informed the Helm to inform the officer in charge of ship safety and navigation, the Officer of the Deck.

0521 The Helm reported loss of steering to the Officer of the Deck. The rudders were amidships. JSM was on course 228.7T, engines were all ahead full for 20 kts. JSM was making 18.6 kts over ground and turning to port at 0.26 degrees per second. ALNIC was on course 230T, speed 9.6 kts, and was bearing 164T at a range of approximately 582 yards from JSM.

0521 The Conning Officer, the person responsible for issuing steering orders, ordered the Helm to shift steering control to the offline steering units, 1A and 2A.

0521 A loss of steering casualty on the ship's general announcing circuit was announced and After Steering was ordered manned. After Steering is an auxiliary station that has the ability to take control of steering in the event of a problem or casualty to the ship's primary control stations.

0521:13 Steering units on the port rudder were shifted as ordered.

PROSECUTION EXHIBIT 2

FOR IDENTIFICATION

OFFERED: PAGE _____

ADMITTED: PAGE _____

23 of 90

UNCLASSIFIED

65

UNCLASSIFIED

0521:15 Steering units on the starboard rudder were shifted as ordered.

0521:55 The first watchstander reported to After Steering. JOHN S MCCAIN did not have a complete delineated list of personnel to man After Steering in the event of a casualty or problem.

0522 JOHN S MCCAIN was on course 216.3T, speed 18.4 kts and was turning to port at a rate of approximately 0.2 degrees per second. Bridge watchstanders followed the Commanding Officer's order to change the lighting configuration to indicate a vessel not under command by the International Rules of the Nautical Road.

Approx. 0522:04 The Lee Helm took control of the starboard shaft. The port and starboard shafts remained at a speed of 087 RPM and 100.1% pitch. The Lee Helm did not match the port and starboard throttles that control the speed of the shafts. JOHN S MCCAIN was on course 216.1T and turning to port at a rate of approximately 0.25 degrees per second. Rudders were amidships.

Approx. 0522:05 The Commanding Officer ordered the ship slowed with a reduction in speed to 10 knots.

0522:07 The command to the port shaft lowered speed to 44 RPM and 100.1% pitch. The starboard shaft remained at a speed of 87 RPM and 100.1%. Rudders were amidships. No bridge watchstanders were aware of the mismatch in thrust and the effect on causing the ship's turn to port.

0522:40 JOHN S MCCAIN was on course 204.4T, speed 16.6 knots and was turning to the left at a rate of approximately 0.41 degrees per second.

0522:45 The Executive Officer noticed the ship was not slowing down as quickly as expected and alerted the Commanding Officer. In response, the Commanding Officer ordered 5 knots. This order was echoed by the Conning Officer. The CO did not announce that he had taken direct control of maneuvering orders as required by Navy procedures.

0523:00 The Conning Officer ordered right standard rudder. JOHN S MCCAIN was on course 194.5T at a speed of 15.8kts. ALNIC was on course 229.8T, 9.6 kts. and was bearing 097T from JOHN S MCCAIN at a range of approximately 368 yards.

0523:01 After Steering took control of steering in backup manual mode.

UNCLASSIFIED

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
246f90

66

UNCLASSIFIED

0523:06 The port shaft continued to slow. The starboard shaft was ahead at a speed of 87 RPM and 100.1% pitch. The port shaft order at this time was 32 RPM at 81.1% pitch. JSM was on course 192T, speed 15.6 kts and turning to the left at a rate of approximately 0.5 degrees per second.

0523:16 The Helm took control of steering at the helm station in Backup Manual mode.

0523:24 Throttles were finally matched at the Lee Helm station and both shafts were ahead to reach 5 knots. JOHN S MCCAIN was on course 182.8T, speed 13.8 kts. and turning to port at a rate of approximately 0.54 degrees per second.

0523:27 Aft Steering Helmsman took control of steering. This was the fifth transfer of steering and the second time the Aft Steering unit had gained control in the previous two minutes.

0523:44 JOHN S MCCAIN was on course 177T, speed 11.8 kts. and was slowly turning to the left port at a rate of approximately .04 degrees per second. The ordered and applied right 15 degree rudder checked JOHN S MCCAIN's swing to port and the ship was nearly on a steady course.

0523:58 ALNIC's bulbous bow struck JSM between frame 308 and 345 and below the waterline.

0524:12 After Steering still had control of steering at the ASU in CAM but the rudders moved amidships.

0524:24 JSM engines answered "all stop" and the shafts came to idle speed. The ship was on course 138.6T, speed 5.7 kts. and the ship was turning to port at a rate of approximately 1.4 degrees per second.

0526 JSM set General Quarters and the Damage Control Assistant assumed responsibility for all DC efforts from CCS.

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
2009

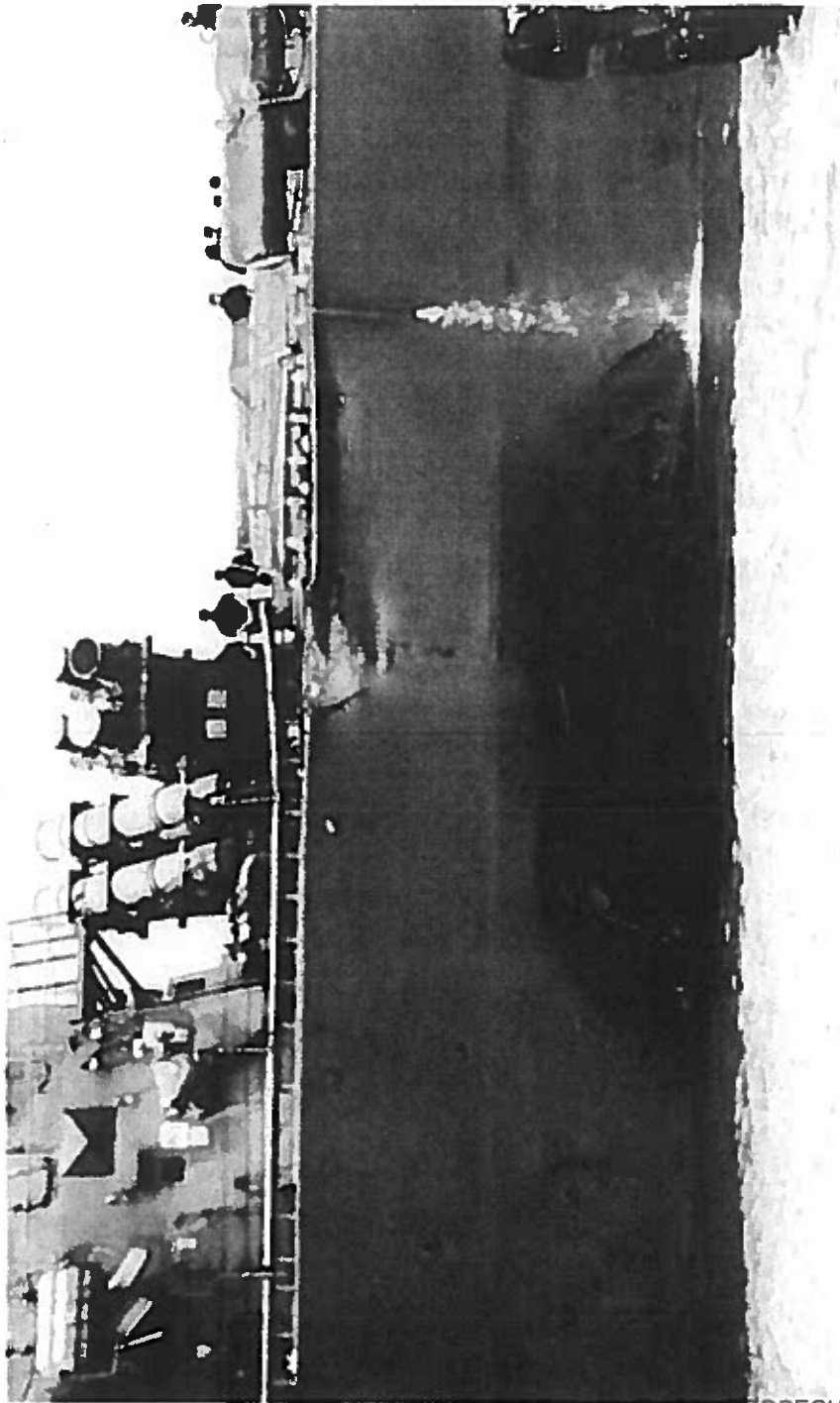
UNCLASSIFIED

67

ANNEX B - PHOTOGRAPHS

UNCLASSIFIED

B1: Port side view of JOHN S MCCAIN post-collision



UNCLASSIFIED

UNCLASSIFIED

B2: Internal and external views of the damage caused by the collision



Internal view through Berthing 3 to point of impact, ocean visible

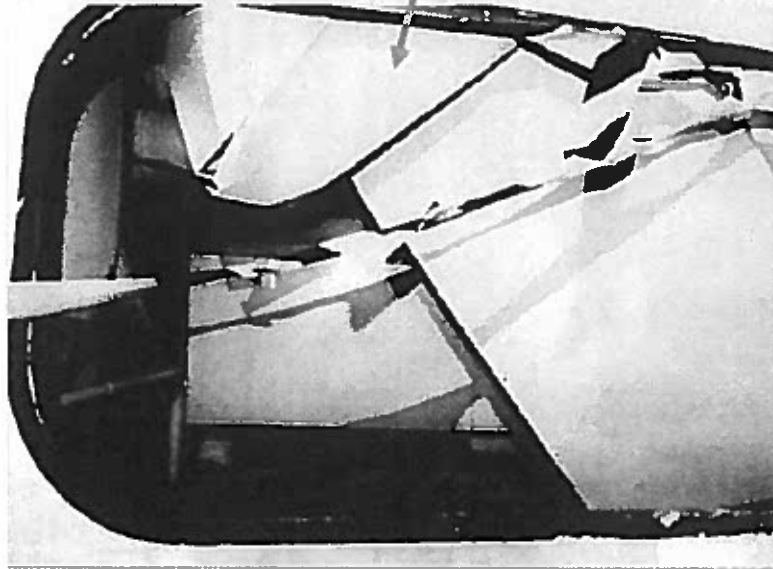


External view of point of impact; rupture in hull of the ship visible

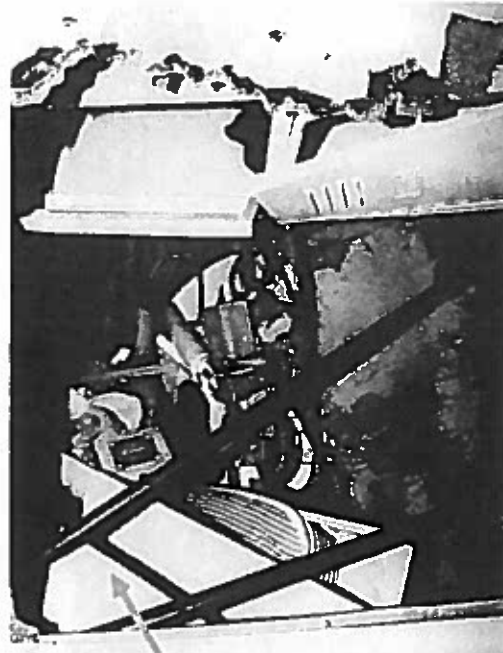
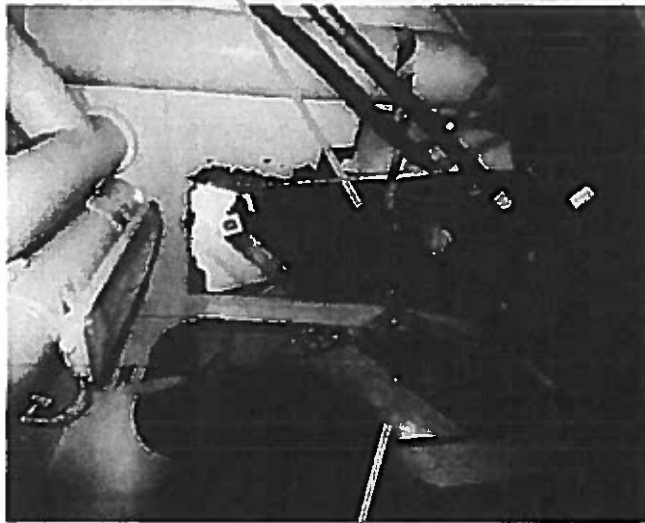
UNCLASSIFIED

UNCLASSIFIED

B3: Berthing 3 Primary egress (ladderwell) of JOHN S MCCAIN post-collision, with views into Berthing 3



View through hatch into Berthing 3

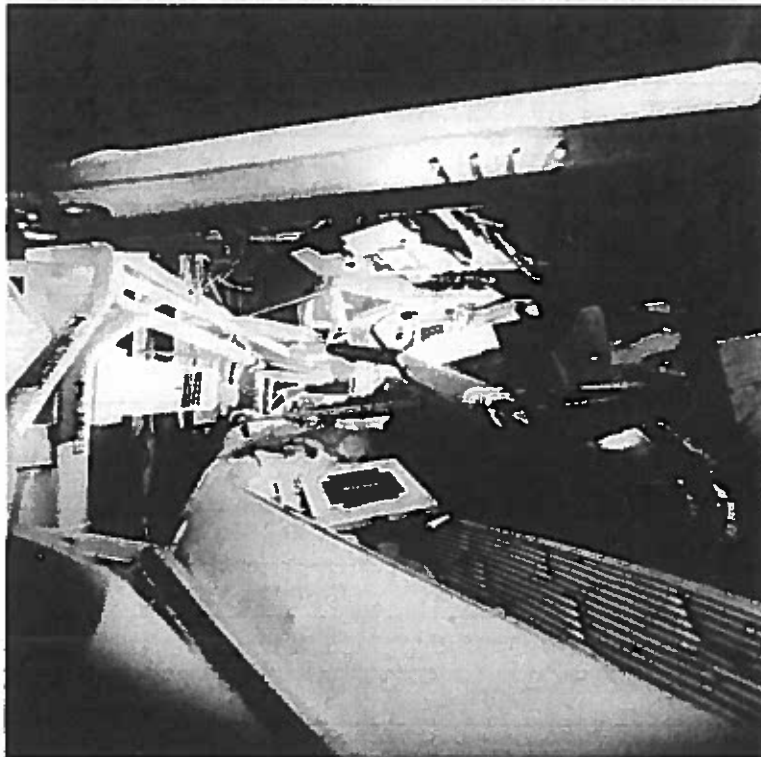
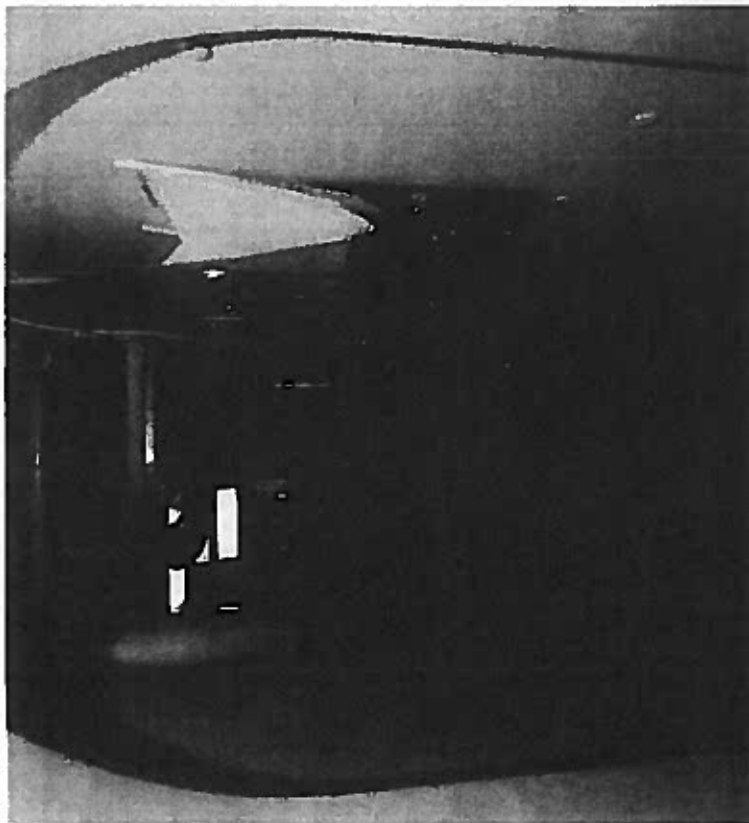


View through hole cut into bulkhead (wall)

UNCLASSIFIED

UNCLASSIFIED

B4: View within Berthing 3, facing port (comparison)



Undamaged Flight 1 Arleigh Burke Class Destroyer

JOHN S MCCAIN, post-collision

PROSECUTION EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
29400

UNCLASSIFIED

UNCLASSIFIED

ANNEX C – Catalog of Flooding in Spaces aboard USS JOHN S MCCAIN

COMPARTMENT	FRAME NO.	FLOODING
Crew Living No. 3	2-300-01-I	2 Feet
Physical Fitness RM	2-300-2-L	2 feet
Access TK	2-305-2-T	2 Feet
Crew WR, WC, & SH	2-321-2-L	2 Feet
Access TK	2-326-1-T	2 Feet
Crew WR, WC, & SH	2-326-0-L	2 Feet
Crew Library	2-338-2-L	Little
Power CONV Room	3-319-0-Q	Partial
MER	4-254-0-E	Minor
IC & Gyro	3-300-0-C	SOLID
Crew Living No. 4	3-300-1-L	SOLID
Crew WR, WC, & SH	3-300-2-L	SOLID
Crew Living No. 5	3-310-2-L	SOLID
Crew WR, WC, & SH	3-325-1-L	SOLID
Crew Living No. 6	3-338-1-L	SOLID
Crew Living No. 7	3-338-2-L	SOLID
CG Locker	3-338-3-A	SOLID
Crew WR, WC, & SH	3-338-5-L	SOLID
CG Locker	3-338-4-A	SOLID
Crew WR, WC, & SH	3-338-6-L	SOLID
VCHT RM No. 2	3-300-0-E	SOLID
A/C Mach & PMP Rm	5-300-01-E	SOLID
Fuel Service Tank	5-300-4-F	Compromised
Cross Flooding Ducts	FR 335 & 367	SOLID
Fuel RCVG TK	5-338-2-F	Suspected Flooded

PROSECUTION EXHIBIT 2

FOR IDENTIFICATION

OFFERED: PAGE _____

ADMITTED: PAGE _____

UNCLASSIFIED

72

80 of 80

PROSECUTION EXHIBIT 3

**SEALED BY DIRECTION
OF THE SUMMARY
COURT-MARTIAL
OFFICER**

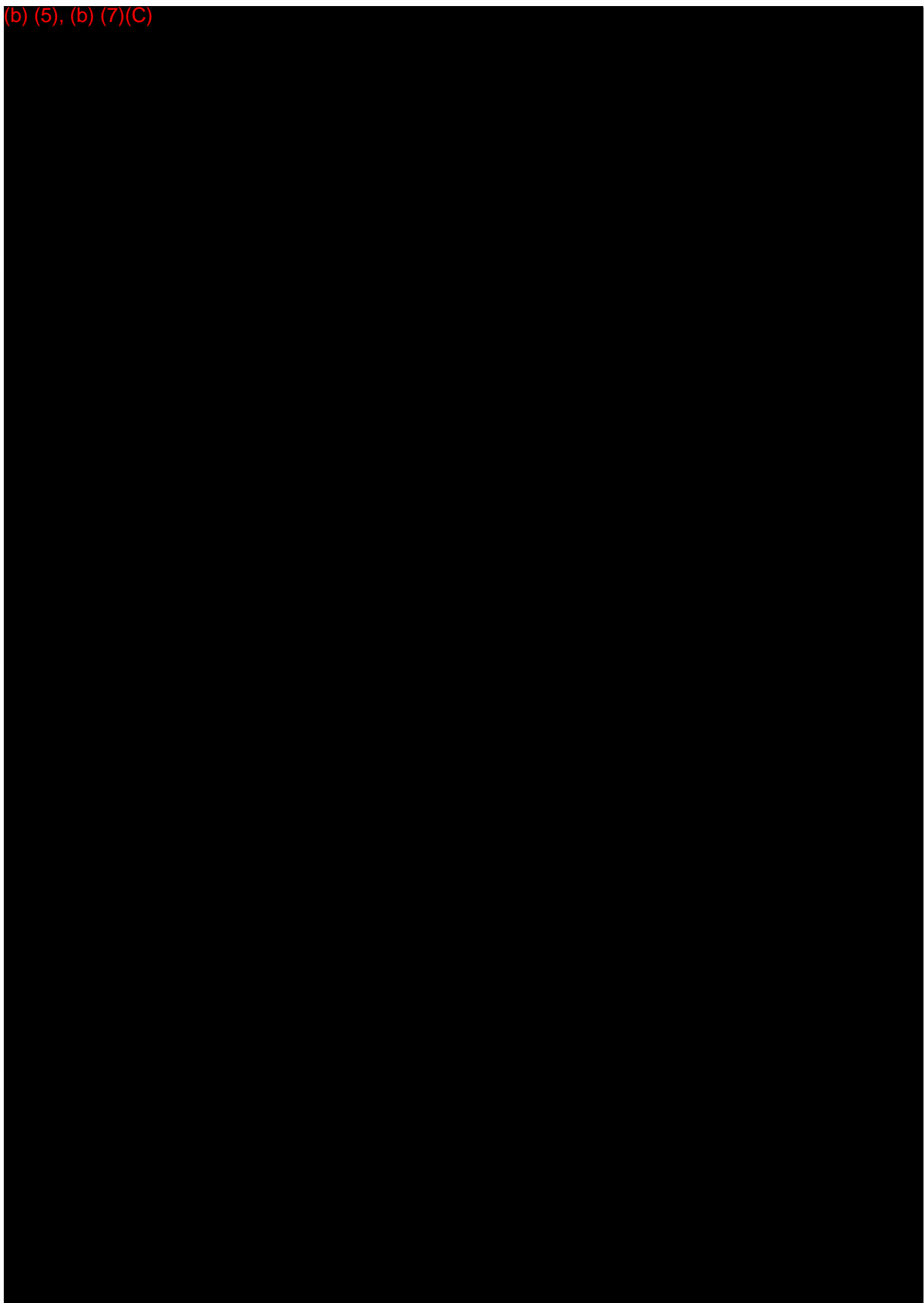
(b) (5), (b) (7)(C)

FOR OFFICIAL USE ONLY - LITIGATION ATTORNEY WORK-PRODUCT

PROSECUTION EXHIBIT 4
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

1 of 4
MCCAIN_BUTLER 000809

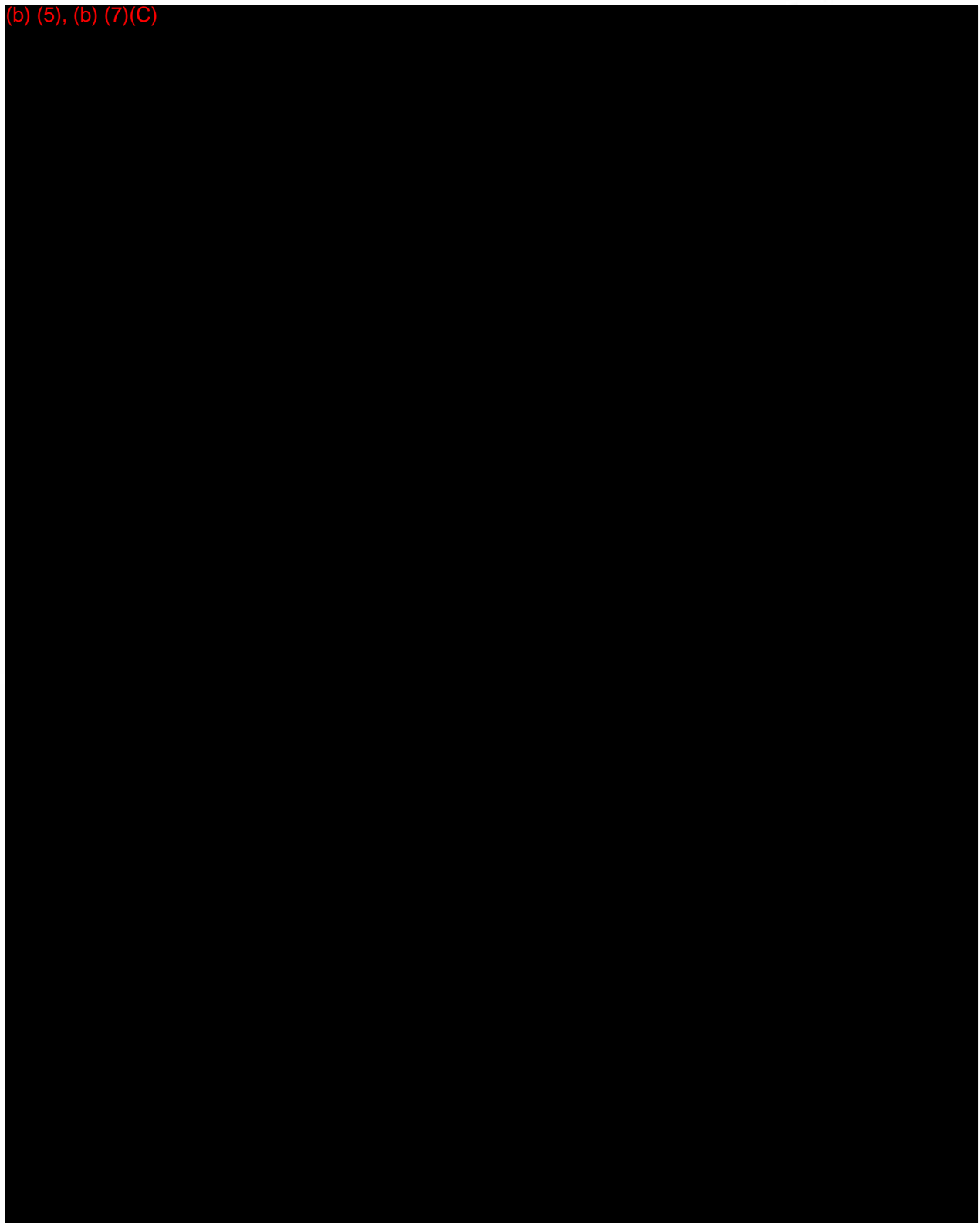
(b) (5), (b) (7)(C)



PROSECUTION EXHIBIT 4
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

204

(b) (5), (b) (7)(C)



3

FOR OFFICIAL USE ONLY - LITIGATION ATTORNEY WORK-PRODUCT

PROSECUTION EXHIBIT 4

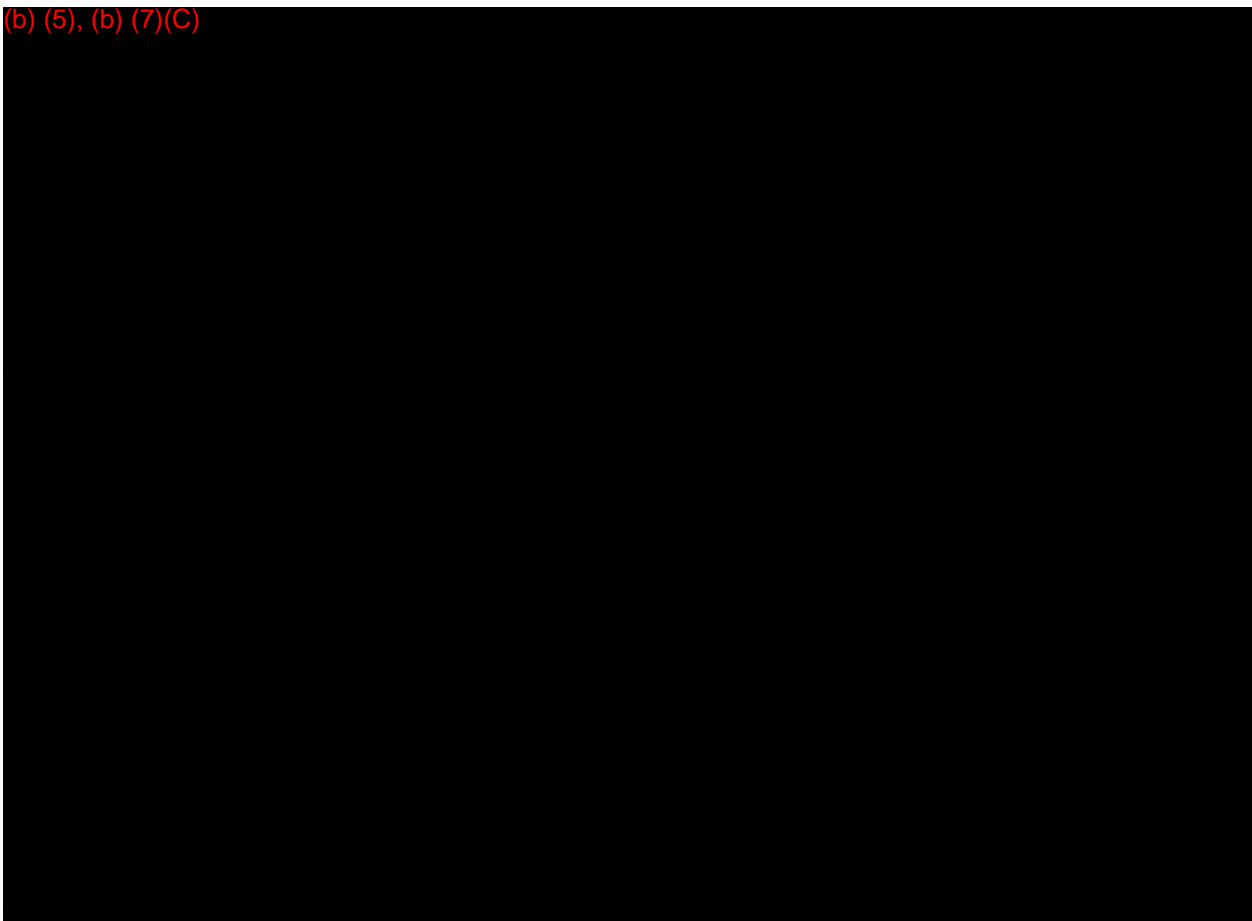
~~FOR IDENTIFICATION~~

OFFERED: PAGE _____

ADMITTED: PAGE _____

3 of 4

(b) (5), (b) (7)(C)



CDR USN
31 August 17

4
FOR OFFICIAL USE ONLY – LITIGATION ATTORNEY WORK-PRODUCT

PROSECUTION EXHIBIT 4
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
404
MCCAIN_BUTLER 000812

448

17 PERSONNEL QUALIFICATION STANDARDS PQS					
PQS TITLE	PQS STATION #	DATE INIT	PQS TITLE	PQS STATION #	DATE INIT
DDG56 SHIP MEMBER	301 SHIP MEMBER	07 Apr 2016	43241-L MAINTENANCE MATERIAL AND MANAGEMENT (3M)	301 MAINTENANCE PERSON	11 Apr 2016
43241-L MAINTENANCE MATERIAL AND MANAGEMENT (3M)	302 REPAIR PARTS PETTY OFFICER	11 Apr 2016	43241-L MAINTENANCE MATERIAL AND MANAGEMENT (3M)	303 WORK CENTER SUPERVISOR	11 Apr 2016
43241-L MAINTENANCE MATERIAL AND MANAGEMENT (3M)	304 LCPO DIVISION OFFICER	11 Apr 2016	43119-L DAMAGE CONTROL (DC)	306 BASIC DAMAGE CONTROL (3M) 306	18 Apr 2016
43119-L DAMAGE CONTROL (DC)	307 ADVANCED DAMAGE CONTROL	18 Apr 2016	43119-L DAMAGE CONTROL (DC)	308 TEAM LEADER	18 Apr 2016
43119-L DAMAGE CONTROL (DC)	309 ADVANCED CBR DEFENSE	18 Apr 2016	43119-L DAMAGE CONTROL (DC)	310 ADVANCED FIRST AID STRETCHER BEARER	18 Apr 2016
43119-L DAMAGE CONTROL (DC)	311 AFF OPERATOR	18 Apr 2016	43119-L DAMAGE CONTROL (DC)	312 REPAIR PARTY INVESTIGATOR	18 Apr 2016
43220-7 CRUDES DECK OPERATIONS	312 WINCH WATCHER	18 Apr 2016	43220-7 CRUDES DECK OPERATIONS	307 ANCHOR, CAPSTAN BRAKE OPERATOR	18 Apr 2016
43220-7 CRUDES DECK OPERATIONS	305 TOW WATCH	18 Apr 2016	43220-7 CRUDES DECK OPERATIONS	303 LINE HANDLER, POIC	18 Apr 2016
43220-7 CRUDES DECK OPERATIONS	304 TOWING SIGNALMAN	18 Apr 2016	43220-7 CRUDES DECK OPERATIONS	302 LINE HANDLER	18 Apr 2016
43220-7 CRUDES DECK OPERATIONS	301 BASIC COMMUNICATIONS	18 Apr 2016	43241-KCH1 MAINTENANCE AND MATERIAL MANAGEMENT (3M)	303 WORK CENTER SUPERVISOR	18 Apr 2016
43241-KCH1 MAINTENANCE AND MATERIAL MANAGEMENT (3M)	302 REPAIR PARTS/SUPPLY PETTY OFFICER	18 Apr 2016	43241-KCH1 MAINTENANCE AND MATERIAL MANAGEMENT (3M)	301 MAINTENANCE PERSON	18 Apr 2016
43119-L DAMAGE CONTROL (DC)	316 CRASH AND SALVAGE SCENE LEADER	18 Apr 2016	43119-L DAMAGE CONTROL (DC)	314 CONFLAGRATION STATION OPERATOR	18 Apr 2016
43119-L DAMAGE CONTROL (DC)	318 REPAIR PARTY LEADER	18 Apr 2016	43119-L DAMAGE CONTROL (DC)	313 SCENE LEADER	18 Apr 2016
43241-KCH1 MAINTENANCE AND MATERIAL MANAGEMENT (3M)	304 LCPO DIVISION OFFICER	18 Apr 2016	43219-DCH-1 HELICOPTER OPERATIONS FOR AIR CAPABLE SHIPS	308 NVG OPERATOR FOO FCO AND LSO	18 Apr 2016

This certifies the above entries are true and correct as of 06 SEP 2017

FESETTE KYLE
MMCS

NAME Last First Middle BUTLER, JEFFERY "D"	SOCIAL SECURITY NUMBER (b) (6)	BRANCH AND CLASS USN
--	--	--------------------------------

NAVPERS 1070604 Rev 7-91

PAGE 1

FOR OFFICIAL USE ONLY

 PROSECUTION EXHIBIT **5**
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____
1073

MCCAIN BUTLER 006717

2 PERSONNEL QUALIFICATION STANDARDS (POS)					
POS TITLE	POS STATION #	DATE INIT	POS TITLE	POS STATION #	DATE INIT
43436-C LANDING SIGNALMAN ENLISTED (LSE)	303 AIR CAPABLE SHIPS LANDING SIGNALMAN ENLISTED (LSE)	18 Apr 2016	43219-DCH-1 HELICOPTER OPERATIONS FOR AIR CAPABLE SHIPS	303 FLIGHT DECK OFFICER	18 Apr 2016
43125 MOBIL MAN OVERBOARD INDICATOR SYSTEM (MOBI)	301 MAN OVERBOARD INDICATOR MODE OPERATOR	18 Apr 2016	43127-D DECK SEAMANSHIP	303 LEADSMAN	18 Apr 2016
43127-D DECK SEAMANSHIP	302 SIGNALMAN	18 Apr 2016	43127-D DECK SEAMANSHIP	301 SOUND-POWERED TELEPHONE TALKER	18 Apr 2016
43127-D DECK SEAMANSHIP	304 LINE HANDLER	18 Apr 2016	43127-D DECK SEAMANSHIP	305 DECK RIGGER	18 Apr 2016
43127-D DECK SEAMANSHIP	306 CAPSTAN BRAKE OPERATOR	18 Apr 2016	43127-D DECK SEAMANSHIP	307 DECK PETTY OFFICER IN CHARGE (POIC)	18 Apr 2016
43127-D DECK SEAMANSHIP	308 TOW WATCH	18 Apr 2016	43127-D DECK SEAMANSHIP	309 BOAT DAVIT WINCH CHECKER OPERATOR	18 Apr 2016
43127-D DECK SEAMANSHIP	310 BOAT DAVIT CAPTAIN	18 Apr 2016	43127-D DECK SEAMANSHIP	311 SLEWING ARM DAVIT OPERATOR	18 Apr 2016
43127-D DECK SEAMANSHIP	312 SLEWING ARM DAVIT CAPTAIN	18 Apr 2016	43127-D DECK SEAMANSHIP	313 AERIAL PLATFORM (MAN-LIFT) OPERATOR	18 Apr 2016
43127-D DECK SEAMANSHIP	314 DECK SAFETY OBSERVER	18 Apr 2016	43152-J FORCES AFLOAT SMALL BOAT OPS	301 BOW HOOK AND STERN HOOK	05 May 2016
43152-J FORCES AFLOAT SMALL BOAT OPS	302 7 M RIGID INFLATABLE BOAT (RIB) COXSWAIN	05 May 2016	43220-7 CRUDES DECK OPERATIONS	316 DECK SAFETY OBSERVER	12 May 2016
43397-E DECK WATCHES IN-PORT	306 OFFICER OF THE DECK (OOD) IN-PORT	19 May 2016	43220-7 CRUDES DECK OPERATIONS	308 DECK LINE HANDLER	07 Jun 2016
43220-7 CRUDES DECK OPERATIONS	309 LEADSMAN	07 Jun 2016	43220-7 CRUDES DECK OPERATIONS	311 SEA AND ANCHOR DETAIL POIC	07 Jun 2016
43220-7 CRUDES DECK OPERATIONS	310 DECK RIGGER	07 Jun 2016	43220-7 CRUDES DECK OPERATIONS	314 SLEWING ARM DAVIT OPERATOR	07 Jun 2016
43220-7 CRUDES DECK OPERATIONS	315 BOAT DAVIT CAPTAIN	07 Jun 2016	43220-7 CRUDES DECK OPERATIONS	321 UNDERWAY REPLENISHMENT SIGNALMAN	07 Jun 2016
43220-7 CRUDES DECK OPERATIONS	322 UNDERWAY REPLENISHMENT SLIDING PADEYE OPERATOR	07 Jun 2016	43220-7 CRUDES DECK OPERATIONS	323 UNDERWAY REPLENISHMENT RIGGER	07 Jun 2016

This certifies the above entries are true and correct as of 06 SEP 2017

FESSETTE, KYLE
VMCS

NAME (Last, First, Middle)	BRANCH AND CLASS
BUTLER, JEFFERY "D"	USN

PROSECUTION EXHIBIT 5
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

12 PERSONNEL QUALIFICATION STANDARDS PQS					
PQS TITLE	PQS STATION #	DATE INT	PQS TITLE	PQS STATION #	DATE INT
43220-7 CRUISES DECK OPERATIONS	324 UNDERWAY REPLENISHMENT RIG CAPTAIN	07 Jun 2016	43220-7 CRUISES DECK OPERATIONS	325 UNDERWAY REPLENISHMENT SAFETY OFFICER	07 Jun 2016
43387-2F ANTI-TERRORISM COMMON CORE	301 SENTRY	22 Jun 2016	43387-2F ANTI-TERRORISM COMMON CORE	302 REACTION FORCE MEMBER	22 Jun 2016
43466-D SECURITY FORCE WEAPONS	301 MS SERVICE PISTOL OPERATOR	22 Jun 2016	43387-2F ANTI-TERRORISM COMMON CORE	305 CHIEF OF THE GUARD	26 Sep 2016
43466-D SECURITY FORCE WEAPONS	322 CLEARING BARREL SUPERVISOR	26 Jun 2016	DDG-56 SHIPBOARD JOB QUALIFICATION REQUIREMENTS	300 ENLISTED SECTION LEADER	27 Jun 2016
43241-L MAINTENANCE MATERIAL AND MANAGEMENT (3M)	305 DEPARTMENTAL 3MA	02 Nov 2016	43397-E DECK WATCHES IN PORT	301 ANCHOR WATCH	17 Dec 2016
43460-4D DIVISIONAL SAFETY PETTY OFFICER	301 SAFETY PETTY OFFICER	21 Jan 2017	43119-M DAMAGE CONTROL (DC)	306 BASIC DAMAGE CONTROL 307 308	13 Aug 2017
43119-M DAMAGE CONTROL (DC)	307 ADVANCED DAMAGE CONTROL	13 Aug 2017	43119-M DAMAGE CONTROL (DC)	308 TEAM LEADER	13 Aug 2017
43119-M DAMAGE CONTROL (DC)	309 ADVANCED CER DEFENSE PERSON	13 Aug 2017	43119-M DAMAGE CONTROL (DC)	310 ADVANCED FIRST AID STRETCHER BEARER	13 Aug 2017
43119-M DAMAGE CONTROL (DC)	311 AFFR TRANSFER STATION OPERATOR	13 Aug 2017	43119-M DAMAGE CONTROL (DC)	312 REPAIR PARTY INVESTIGATOR	13 Aug 2017
43119-M DAMAGE CONTROL (DC)	313 SCENE LEADER	13 Aug 2017	43119-M DAMAGE CONTROL (DC)	314 CONFLAGRATION STATION OPERATOR	13 Aug 2017
43119-M DAMAGE CONTROL (DC)	316 CRASH AND SALVAGE SCENE LEADER	13 Aug 2017	43119-M DAMAGE CONTROL (DC)	318 REPAIR PARTY LEADER	13 Aug 2017

This certifies the above entries are true and correct as of 06 SEP 2017

FESETTE KYLE
NMCS

NAME (Last, First, Middle) BUTLER, JEFFERY "D"	SECURITY NUMBER (b) (6)	BRANCH AND CLASS USN
--	-----------------------------------	--------------------------------

NAVPERS 1070-604 (Rev. 7-91)

PAGE 1

FOR OFFICIAL USE ONLY

PROSECUTION EXHIBIT 5
~~FOR IDENTIFICATION~~
 OFFERED: PAGE _____
 ADMITTED: PAGE _____

MCCAIN BUTLER 006719

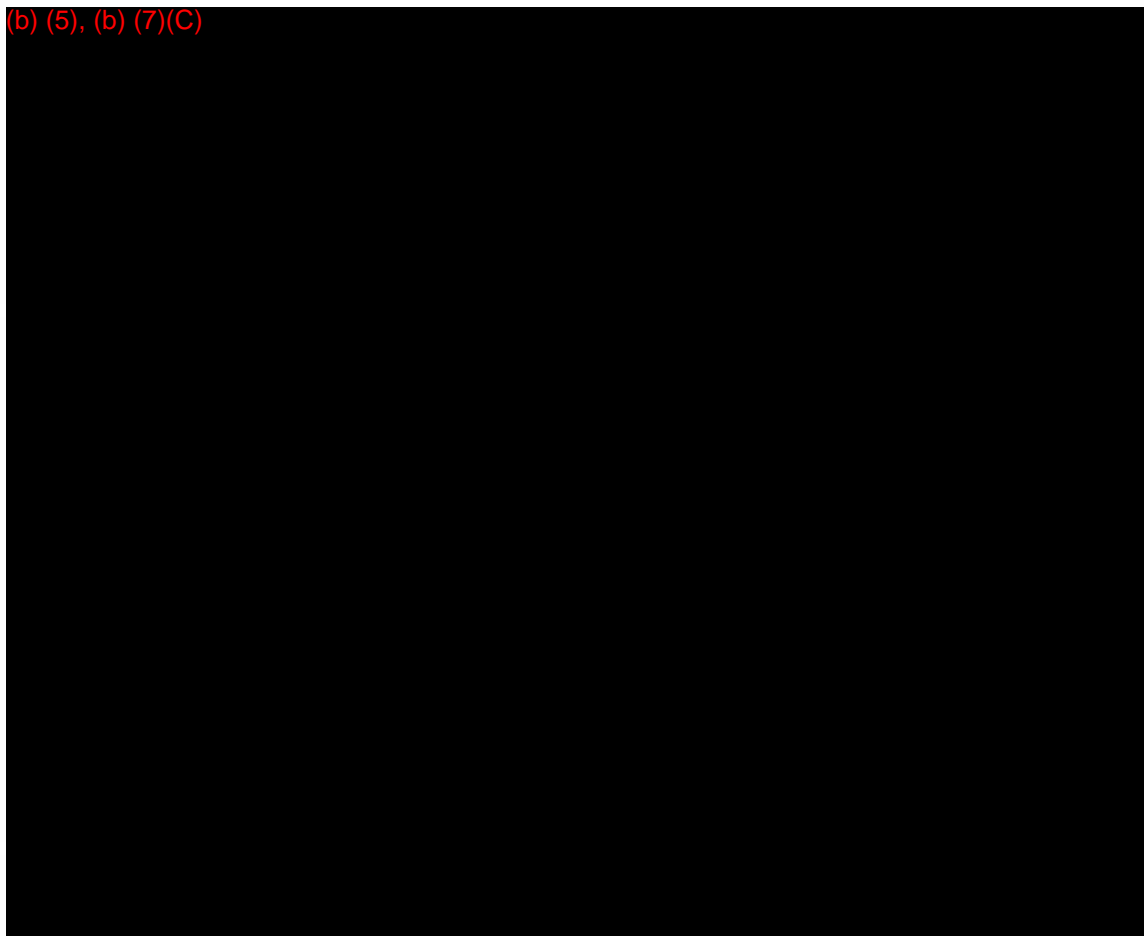
(b) (5), (b) (7)(C), (b) (6)



FOR OFFICIAL USE ONLY - LITIGATION ATTORNEY WORK-PRODUCT

PROSECUTION EXHIBIT 6
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
1 of 2

(b) (5), (b) (7)(C)



Commander, USN
11 September 2017

FOR OFFICIAL USE ONLY - LITIGATION ATTORNEY WORK-PRODUCT

PROSECUTION EXHIBIT 6
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
2 of 2

447

12 PERSONNEL QUALIFICATION STANDARDS (POS)					
POS TITLE	POS STATION #	DATE INIT	POS TITLE	POS STATION #	DATE INIT
DDG56 SHIP MEMBER	301 SHIP MEMBER	12 Feb 2017	43387-2F ANTI-TERRORISM COMMON CORE	301 SENTRY	01 Mar 2017

43387-2F ANTI-TERRORISM COMMON CORE	302 REACTION FORCE MEMBER	01 Mar 2017	43241-L MAINTENANCE MATERIAL AND MANAGEMENT (MM)	301 MAINTENANCE PERSON	02 Mar 2017
43241-L MAINTENANCE MATERIAL AND MANAGEMENT (MM)	302 REPAIR PARTS PETTY OFFICER	05 Mar 2017	43119-L DAMAGE CONTROL (DC)	310 ADVANCED FIRST AID STRETCHER BLANK	13 Mar 2017
43466-D SECURITY FORCE WEAPONS	301 M9 SERVICE PISTOL OPERATOR	15 Mar 2017	43397-E DECK WATCHES IN PORT	303 PETTY OFFICER OF THE WATCH (POCW)	19 Apr 2017
43397-E DECK WATCHES IN PORT	306 OFFICER OF THE DECK (OOD) IN-PORT	19 Apr 2017	43152-J FORCES AFLOAT SMALL BOAT OPS	301 ECW HOOK AND STERN HOOK	02 May 2017
43152-J FORCES AFLOAT SMALL BOAT OPS	302 7 M RIGID INFLATABLE BOAT (RIB) COXSWAIN	02 May 2017	43220-7 CRUDES DECK OPERATIONS	302 LINE HANDLER	02 May 2017
43220-7 CRUDES DECK OPERATIONS	303 LINE HANDLER POIC	02 May 2017	43220-7 CRUDES DECK OPERATIONS	307 ANCHOR/CAPSTAN BRAKE OPERATOR	02 May 2017
43220-7 CRUDES DECK OPERATIONS	308 DECK LINE HANDLER	02 May 2017	43220-7 CRUDES DECK OPERATIONS	309 LEADSMAN	02 May 2017
43220-7 CRUDES DECK OPERATIONS	310 DECK RIGGER	02 May 2017	43220-7 CRUDES DECK OPERATIONS	311 SEA AND ANCHOR DETAIL POIC	02 May 2017
43220-7 CRUDES DECK OPERATIONS	312 WINCH WATCHER	02 May 2017	43220-7 CRUDES DECK OPERATIONS	314 SLEWING ARM DAVIT OPERATOR	02 May 2017
43220-7 CRUDES DECK OPERATIONS	315 BOAT DAVIT CAPTAIN	02 May 2017	43220-7 CRUDES DECK OPERATIONS	316 DECK SAFETY OBSERVER	02 May 2017
43220-7 CRUDES DECK OPERATIONS	321 UNDERWAY REPLENISHMENT SIGNALMAN	02 May 2017	43220-7 CRUDES DECK OPERATIONS	322 UNDERWAY REPLENISHMENT SLIDING PADEYE OPERATOR	02 May 2017
43220-7 CRUDES DECK OPERATIONS	323 UNDERWAY REPLENISHMENT RIGGER	02 May 2017	43220-7 CRUDES DECK OPERATIONS	324 UNDERWAY REPLENISHMENT RIG CAPTAIN	02 May 2017
43119-L DAMAGE CONTROL (DC)	306 BASIC DAMAGE CONTROL 301-306	26 May 2017	43460-4D DIVISIONAL SAFETY PETTY OFFICER	301 SAFETY PETTY OFFICER	15 Jun 2017

This certifies the above entries are true and correct as of 06 SEP 2017

(b) (6)
MMCS

NAME (Last, First, Middle)	BRANCH AND CLASS
(b) (6)	USN

NAVPERS 1070-014 Rev 7-91

PAGE 4

FOR OFFICIAL USE ONLY

 PROSECUTION EXHIBIT 7
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____
 1012

12 PERSONNEL QUALIFICATION STANDARDS (PQS)					
PQS TITLE	PQS STATION #	DATE	INIT	PQS TITLE	PQS STATION #
43241-L MAINTENANCE MATERIAL AND MANAGEMENT (MM)	303 WORK CENTER SUPERVISOR	12 Jul 2017		43220-7 CRUISES DECK OPERATIONS	325 UNDERWAY REPRESENTATIVE SAFETY OFFICER
43119-M DAMAGE CONTROL (DC)	306 BASIC DAMAGE CONTROL 301-206	13 Aug 2017		43119-M DAMAGE CONTROL (DC)	310 ADVANCED FIRST AID STRETCHER BEARER

This certifies the above entries are true and correct as of 06 SEP 2017

(b) (6)

MMCS

NAME: Last, First, Middle (b) (6)	SOCIAL SECURITY NUMBER (b) (6)	BRANCH AND CLASS USN
--------------------------------------	-----------------------------------	-------------------------

NAVPERS 1070.604 (Rev 7-91)

PAGE 1

FOR OFFICIAL USE ONLY

PROSECUTION EXHIBIT 7
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

2 of 2

MCCAIN_BUTLER 006722

PROSECUTION EXHIBIT 8

**SEALED BY DIRECTION
OF THE SUMMARY
COURT-MARTIAL
OFFICER**

PROSECUTION EXHIBIT 9

**SEALED BY DIRECTION
OF THE SUMMARY
COURT-MARTIAL
OFFICER**

MCCAIN_BUTLER 009719

NTMPS Electronic Training Jacket

BMC BUTLER JEFFERY DARRELL

For Official Use Only - Contains Privacy Act Data

Administrative Data

Name: BMC BUTLER JEFFERY DARRELL

(b) (6)



PROSECUTION EXHIBIT 10
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
1 of 26

MCCAIN_BUTLER 009719

MCCAIN_BUTLER 009720

Privacy Act Data

For Official Use Only - Contains

ASVAB/BTB Scores

Name: BMC BUTLER JEFFERY DARRELL

(b) (6)



PROSECUTION EXHIBIT 10
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

2 of 26

MCCAIN_BUTLER 009720

MCCAIN_BUTLER 009721

Contains Privacy Act Data

For Official Use Only -

Advancement Information

Name: BMC BUTLER JEFFERY DARRELL

(b) (6)



PROSECUTION EXHIBIT 10
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
9 of 26

MCCAIN_BUTLER 009721

MCCAIN_BUTLER 009722

For Official Use Only - Contains Privacy Act Data

Education Data

(b) (6)



PROSECUTION EXHIBIT 10
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

MCCAIN_BUTLER 009722

MCCAIN_BUTLER 009723

For Official Use Only - Contains Privacy Act Data

Language Skills

(b) (6)



PROSECUTION EXHIBIT 10
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
5 of 26

MCCAIN_BUTLER 009723

MCCAIN_BUTLER 009724

For Official Use Only - Contains Privacy Act Data

NEC Data

Name: BMC BUTLER JEFFERY DARRELL

Active Duty

<u>Seq Num</u>	<u>NEC</u>	<u>Date Awarded</u>
1	(b) (6)	
2		

(b) (6)

PROSECUTION EXHIBIT 10
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

6 of 26

MCCAIN_BUTLER 009724

MCCAIN_BUTLER 009725

For Official Use Only - Contains Privacy Act Data

Qualification/Certification Data

Name: BMC BUTLER JEFFERY DARRELL

Qualifications

No.	Title	Location	Source	Issue Date	Expiration
(b) (6)					

Certifications

(b) (6)

Personnel Qualification Standard

No.	Title	Location	Source	Issue Date	Expiration
(b) (6)					

PROSECUTION EXHIBIT 10
FOR IDENTIFICATION

OFFERED: PAGE

ADMITTED: PAGE

7426

MCCAIN_BUTLER 009725

MCCAIN_BUTLER 009726

(b) (6)



PROSECUTION EXHIBIT 10

~~FOR IDENTIFICATION~~

OFFERED: PAGE _____

ADMITTED: PAGE _____

MCCAIN_BUTLER 009726

MCCAIN_BUTLER 009727

(b) (6)



PROSECUTION EXHIBIT 10
FOR IDENTIFICATION

OFFERED: PAGE

ADMITTED: PAGE

MCCAIN_BUTLER 009727

MCCAIN_BUTLER 009728

(b) (6)



PROSECUTION EXHIBIT 10
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE 10 of 26

MCCAIN_BUTLER 009728

MCCAIN_BUTLER 009729

(b) (6)



PROSECUTION EXHIBIT 10
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

MCCAIN_BUTLER 009729

MCCAIN_BUTLER 009730

(b) (6)



PROSECUTION EXHIBIT 10

~~FOR IDENTIFICATION~~

OFFERED: PAGE _____

ADMITTED: PAGE _____

https://ntmpsweb.ncdc.navy.mil/etjclient/Print_Enl.ASPX

MCCAIN_BUTLER 009730

11/6/2017

MCCAIN_BUTLER 009731

(b) (6)



PROSECUTION EXHIBIT 10
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

13 of 26

MCCAIN_BUTLER 009731

MCCAIN_BUTLER 009732

(b) (6)



PROSECUTION EXHIBIT 10
~~FOR IDENTIFICATION~~

OFFERED: PAGE _____
ADMITTED: PAGE _____

140f26

MCCAIN_BUTLER 009732

MCCAIN_BUTLER 009733

(b) (6)



FOR IDENTIFICATION

OFFERED: PAGE _____

ADMITTED: PAGE _____

15 of 26

MCCAIN_BUTLER 009733

MCCAIN_BUTLER 009734

(b) (6)



License

PROSECUTION EXHIBIT 10

~~FOR IDENTIFICATION~~

OFFERED: PAGE _____

ADMITTED: PAGE _____

MCCAIN_BUTLER 009734

MCCAIN_BUTLER 009735

(b) (6)

Medical Exams

(b) (6)

PROSECUTION EXHIBIT 10
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
17 of 26

MCCAIN_BUTLER 009735

MCCAIN_BUTLER 009736

For Official Use Only - Contains Privacy Act Data

Awards Data

(b) (6)



PROSECUTION EXHIBIT 10
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
18 of 26

MCCAIN_BUTLER 009736

MCCAIN_BUTLER 009737

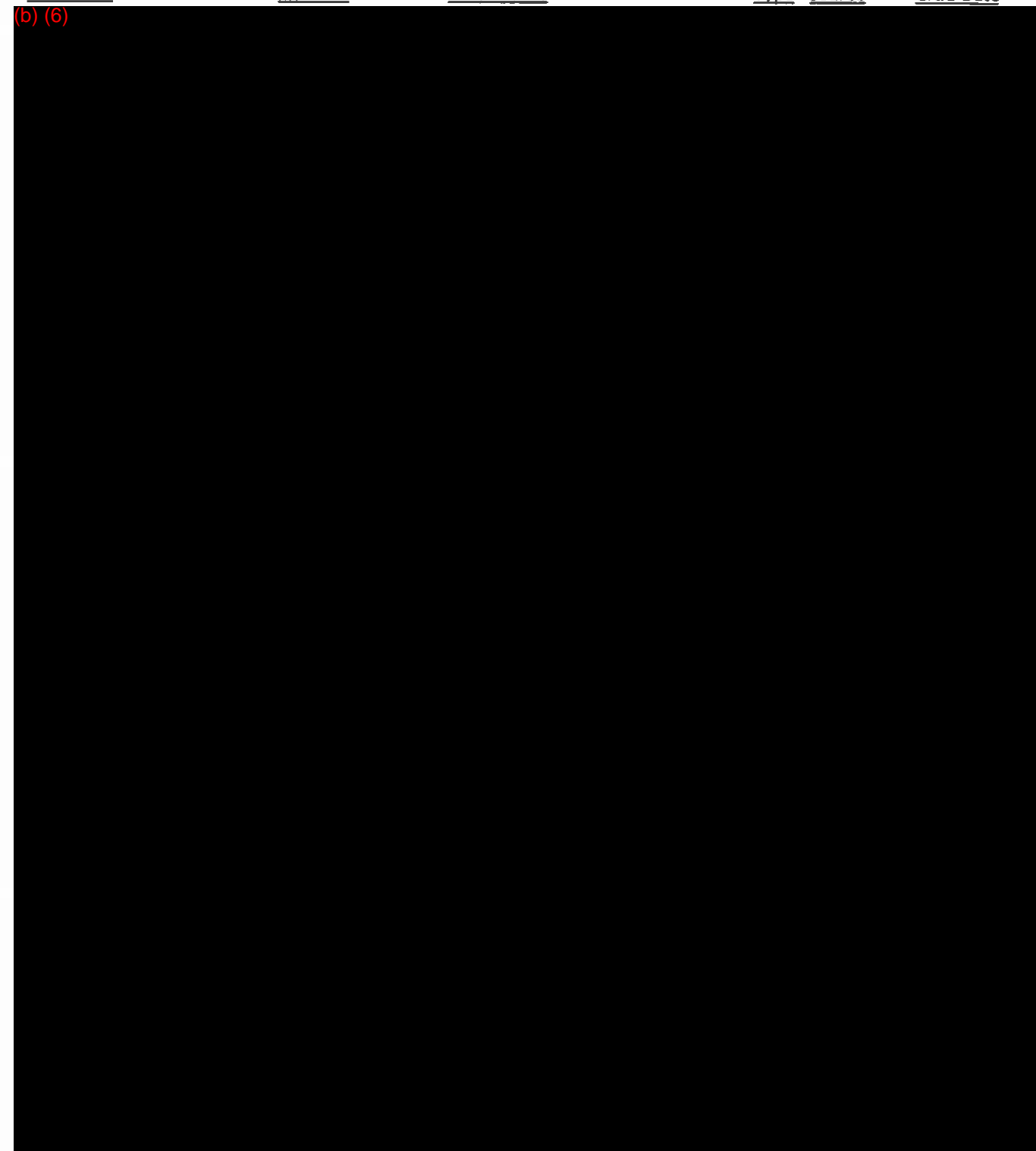
For Official Use Only - Contains Privacy Act Data

Training Data

Name: BMC BUTLER JEFFERY DARRELL

<u>CIN/CSE ID</u>	<u>Location</u>	<u>Course Title</u>	<u>Type</u>	<u>Source</u>	<u>Grad Date</u>
-------------------	-----------------	---------------------	-------------	---------------	------------------

(b) (6)

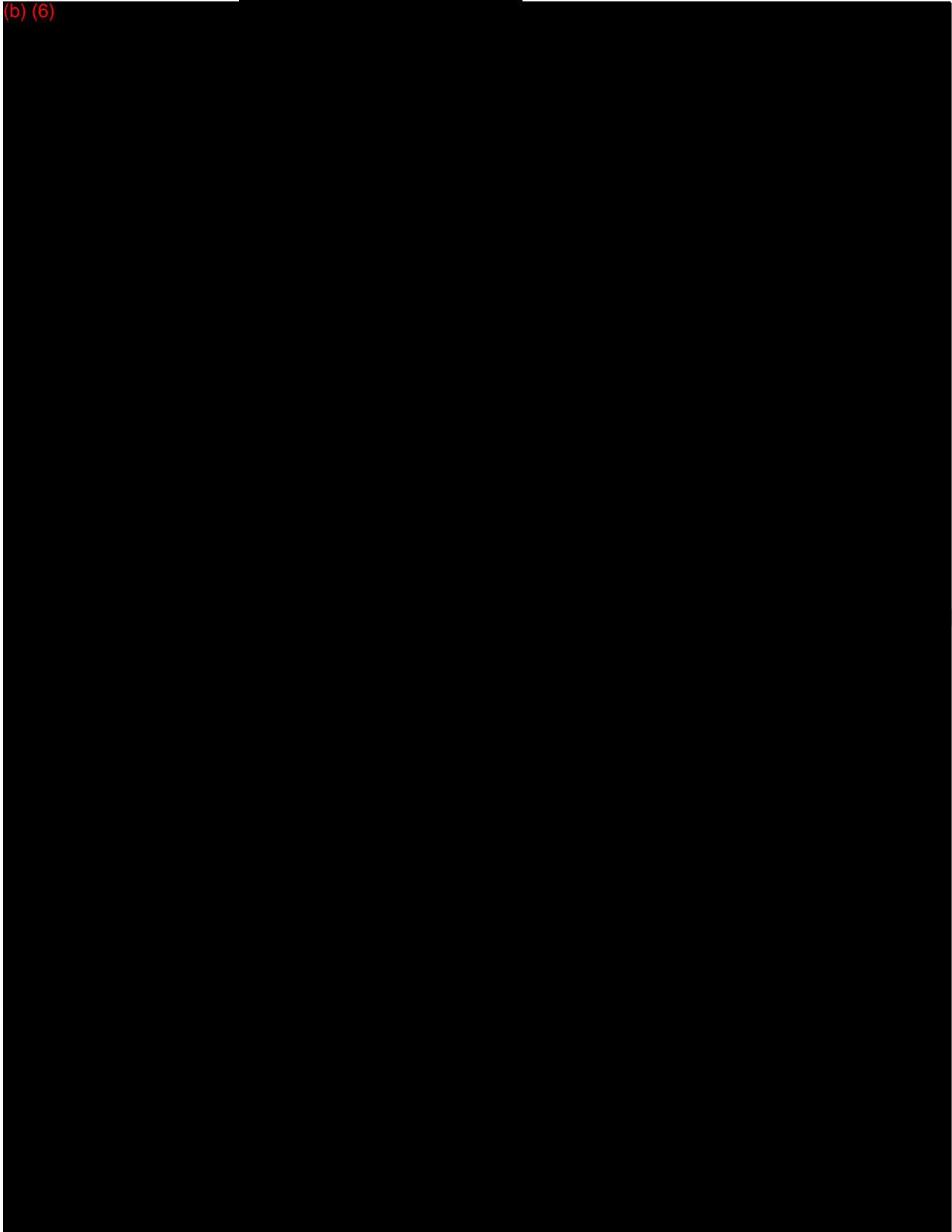


PROSECUTION EXHIBIT 10
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

MCCAIN_BUTLER 009738

(b) (6)

(b) (6)



FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

20 of 26

MCCAIN_BUTLER 009738

MCCAIN_BUTLER 009739

(b) (6)



PROSECUTION EXHIBIT 10
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
21 of 26

MCCAIN_BUTLER 009739

MCCAIN_BUTLER 009740

(b) (6)



PROSECUTION EXHIBIT 10

~~FOR IDENTIFICATION~~

OFFERED: PAGE _____

ADMITTED: PAGE _____

22 of 26

MCCAIN_BUTLER 009741

(b) (6)



PROSECUTION EXHIBIT 10

~~FOR IDENTIFICATION~~

OFFERED: PAGE _____

ADMITTED: PAGE _____

MCCAIN_BUTLER 009741

MCCAIN_BUTLER 009742

(b) (6)



PROSECUTION EXHIBIT 10

~~FOR IDENTIFICATION~~

OFFERED: PAGE _____

ADMITTED: PAGE 24 of 26

MCCAIN_BUTLER 009742

MCCAIN_BUTLER 009743

(b) (6)



Total of 197 Courses Listed.

PROSECUTION EXHIBIT 10
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

25 of 26

MCCAIN_BUTLER 009743

MCCAIN_BUTLER 009744

For Official Use Only - Contains Privacy Act Data

Career History

Name: BMC BUTLER JEFFERY DARRELL

(b) (6)



PROSECUTION EXHIBIT 10
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
26 of 26

MCCAIN_BUTLER 009744

REPORT AND DISPOSITION OF OFFENSE(S)
NAVPERS 1626/7

To: Commander U.S. SEVENTH Fleet

Date of Report: 5 Oct 17

I hereby report the following named person for the offense(s) noted:

NAME OF ACCUSED	SERIAL NO.	SOCIAL SECURITY NO.	RATE/GRADE	BR. & CLASS	DIV/DEPT
BUTLER, Jeffery D.	N/A	(b) (6)	BMC/E-7	USN	

PLACE OF OFFENSE(S)

USS JOHN S MCCAIN (DDG 56) at sea

DATE OF OFFENSE(S)

On or about 5 April 2017 to on or about 21 August 2017

DETAILS OF OFFENSE(S) (Refer by Article of UCMJ if known. If unauthorized absence, give following info: time and date of commencement, whether over leave or liberty, time and date of apprehension or surrender and arrival on board, loss of ID card and/or liberty card, etc.):

See Continuation Sheet

NAME OF WITNESS	RATE/GRADE	DIV/DEPT	NAME OF WITNESS	RATE/GRADE	DIV/DEPT

LN1 (SW/AW/IW) (b) (6) USN

Staff Legalman

(Rate/Grade/Title of person submitting report)

(Signature of Accuser)

I have been informed of the nature of the accusation(s) against me. I understand I do not have to answer any questions or make any statement regarding the offense(s) of which I am accused or suspected. However, I understand any statement made or questions answered by me may be used as evidence against me in event of trial by court-martial (Article 31, UCMJ).

Witness: (b) (6)

Acknowledged: (b) (6)

(Signature of Accused)

PRE-MAST
RESTRAIN

☐ PRE-TRIAL
CONFINEMENT

☐ NO RESTRICTION



RESTRICTED: You are restricted to the limits of _____ in lieu of arrest by order of the CO. Until your status as a restricted person is terminated by the CO, you may not leave the restricted limits except with the express permission of the CO or XO. You have been informed of the times and places which you are required to muster.

(Signature and title of person imposing restraint)

(Signature of Accused)

INFORMATION CONCERNING ACCUSED

CURRENT ENL. DATE	EXPIRATION CURRENT ENL. DATE	TOTAL ACTIVE NAVAL SERVICE	TOTAL SERVICE ON BOARD	EDUCATION	AFQT	AGE
10DEC15	09DEC19	19 YRS, 10 MOS	1 YR, 6 MOS	(b) (6)		
MARITAL STATUS	NO. DEPENDENTS	CONTRIBUTION TO FAMILY OR QTRS. ALLOWANCE (Amount required by law)	PAY PER MONTH (Including sea or foreign duty pay, if any)			
(b) (6)						

RECORD OF PREVIOUS OFFENSE(S) (Date type action taken etc. Nonjudicial punishment incidents are to be included.)

Charge: Violation of the UCMJ, Article 92 - Dereliction in the performance of duties

Specification 1: In that Boatswain's Mate Chief Petty Officer Jeffery D. Butler, U.S. Navy, USS JOHN S MCCAIN (DDG 56), on active duty, who should have known of his assigned duties onboard the USS JOHN S MCCAIN (DDG 56), at sea, from on or about 5 April 2016 to on or about 21 August 2017, was derelict in the performance of those duties in that he negligently failed to train watchstanders on JSM steering and thrust control, as it was his duty to do, and that such dereliction of duty resulted in a systemic breakdown of watch standers after the collision between USS JOHN S MCCAIN (DDG 56) and motor vessel ALNIC MC.

~~Specification 2: In that Boatswain's Mate Chief Petty Officer Jeffery D. Butler, U.S. Navy, USS JOHN S MCCAIN (DDG 56), on active duty, who should have known of his assigned duties onboard the USS JOHN S MCCAIN (DDG 56), at sea, from on or about 5 April 2016 to on or about 21 August 2017, was derelict in the performance of those duties in that he negligently failed to requalify in Helmsman before signing as a PQS qualifier as Helmsman and Lee Helmsman onboard USS JOHN S MCCAIN as it was his duty to do.~~

PRELIMINARY INQUIRY REPORT

From: Commanding Officer

Date:

To:

1. Transmitted herewith for preliminary inquiry and report by you, including, if appropriate in the interest of justice and discipline, the preferring of such charges as appeal to you to be sustained by expected evidence.

REMARKS OF DIVISION OFFICER (Performance of duty, etc.)

NAME OF WITNESS	RATE/GRADE	DIV/DEPT	NAME OF WITNESS	RATE/GRADE	DIV/DEPT

RECOMMENDATION AS TO DISPOSITION

☐ REFER TO COURT-MARTIAL FOR TRIAL OF ATTACHED CHARGES
(Complete Charge Sheet (DD Form 458) through Page 2)

☐ DISPOSE OF CASE AT MAST

☐ NO PUNITIVE ACTION NECESSARY OR DESIRABLE

☐ OTHER

COMMENT (Include data regarding availability of witnesses, summary of expected evidence, conflicts in evidence, if expected. Attach statements of witnesses, documentary evidence such as service record entries in UA cases, items of real evidence, etc.)

(Signature of Investigating Officer)

ACTION OF EXECUTIVE OFFICER

☐ DISMISSED

☐ REFER TO CAPTAIN'S MAST

SIGNATURE OF EXECUTIVE OFFICER

RIGHT TO DEMAND TRIAL BY COURT-MARTIAL

(Not applicable to persons attached to or embarked in a vessel)

I understand that nonjudicial punishment may not be imposed on me if, before the imposition of such punishment, I demand in lieu thereof trial by court-martial. I therefore (do) (do not) demand trial by court-martial.

WITNESS

N/A

SIGNATURE OF ACCUSED

N/A

ACTION OF COMMANDING OFFICER

☐

☐

☐

☒

☐

☒

DISMISSED

DISMISSED WITH WARNING (Not considered NJP)

ADMONITION: ORAL/IN WRITING

REPRIMAND: ORAL/IN WRITING

REST. TO _____ FOR _____ DAYS

REST. TO _____ FOR _____ DAYS WITH SUSP. FROM DUTY

FORFEITURE: TO FORFEIT \$ 1/2 PAY PER MO. FOR 1 MO(S)

☐

☐

☐

☐

☐

☐

☐

☐

CONF. ON _____ 1, 2, OR 3 DAYS

CORRECTIONAL CUSTODY FOR _____ DAYS

REDUCTION TO NEXT INFERIOR PAY GRADE

REDUCTION TO PAY GRADE OF _____

EXTRA DUTIES FOR _____ DAYS

PUNISHMENT SUSPENDED FOR _____

REFER TO ART. 32 INVESTIGATION

RECOMMENDED FOR TRIAL BY GCM

☐

DETENTION: TO HAVE \$ _____ PAY PER MO. FOR (1, 2, 3) MO(S) DETAINED FOR _____ MO(S)

☐

AWARDED SPCM

☐

AWARDED SCM

DATE OF MAST

18 OCT 2017

DATE ACCUSED INFORMED OF ABOVE ACTION

18 OCT 2017

SIGNATURE OF COMMANDING OFFICER

(b) (6)

It has been explained to me and I understand that if I feel this imposition of nonjudicial punishment to be unjust or disproportionate to the offenses charged against me, I have the right to immediately appeal my conviction to the next higher authority within 5 days.

SIGNATURE OF ACCUSED

(b) (6)

DATE

18 OCT 17

I have explained the above rights of appeal to the accused.

SIGNATURE OF WITNESS

(b) (6)

DATE: 18 OCT 17

FINAL ADMINISTRATIVE ACTION

APPEAL SUBMITTED BY ACCUSED

DATED:

FORWARDED FOR DECISION ON:

FINAL RESULT OF APPEAL:

APPROPRIATE ENTRIES MADE IN SERVICE RECORD AND PAY ACCOUNT ADJUSTED WERE REQUIRED

DATE:

(Initials)

FILED IN UNIT PUNISHMENT BOOK:

DATE:

(Initials)

ADMIRAL'S MAST
ACCUSED'S ACKNOWLEDGEMENT OF APPEAL RIGHTS

I, **BMC Jeffery D. Butler**, USN, assigned to JOHN S. MCCAIN (DDG -56) have been informed of the following facts concerning my rights of appeal as a result of admiral's mast held on **18 October 2017**.

- a. I have the right to appeal to Commander, United States Pacific Fleet.
- b. My appeal must be submitted within a reasonable time. Five days (excluding weekends and holidays) after the punishment is imposed is normally considered a reasonable time, in the absence of unusual circumstances. Any appeal submitted thereafter may be rejected as not timely. If there are unusual circumstances which I believe will make it extremely difficult or not practical to submit an appeal within the five day period, I should immediately advise the officer imposing punishment of such circumstances, and request an appropriate extension of time in which to file my appeal.
- c. The appeal must be in writing.
- d. There are only two grounds for appeal; that is:
 - (1) The punishment was unjust, or
 - (2) The punishment was disproportionate to the offense(s) for which it was imposed.
- e. If the punishment imposed was in excess of: arrest in quarters for seven days, forfeiture of seven days' pay per month, or restriction for 14 days, then the appeal must be referred to a judge advocate for consideration and advice before action is taken on my appeal.
- f. I do~~not~~ intend to appeal my nonjudicial punishment.

(b) (6)

J. D. BUTLER

(b) (6)

WITNESS

SUSPECT'S RIGHTS ACKNOWLEDGEMENT/STATEMENT JAGMAN 0170)

FULL NAME (ACCUSED/SUSPECT) BUTLER, Jeffery D	SSN (b) (6)	RATE/RANK BMC/E7	SERVICE (BRANCH) USN
ACTIVITY/UNIT USS JOHN S MCCAIN (DDG 56)			DATE OF BIRTH (b) (6)
NAME (INTERVIEWER) (b) (6)	SSN XXXX	RATE/RANK LCDR/O-4	SERVICE (BRANCH) USN
ORGANIZATION Commander, U.S. SEVENTH Fleet		BILLET Fleet Judge Advocate	
LOCATION OF INTERVIEW Fleet Judge Advocate Office		TIME 1305	DATE 12 OCT 2017

RIGHTS

I certify and acknowledge by my signature and initials set forth below that, before the interviewer requested a statement from me, she warned me that:

- (1) I am suspected of having committed the following offense(s):

VUCMJ Art. 92 – Dereliction of Duty

(b) (6)
- (2) I have the right to remain silent; - - - - -

(b) (6)
- (3) Any statement I do make may be used as evidence against me in trial by court-martial, - - - - -

(b) (6)
- (4) I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both; and - - - - -

(b) (6)
- (5) I have the right to have such retained civilian lawyer and/or appointed military lawyer present during this interview. - - - - -

(b) (6)
- (6) If I decide to answer questions now without a lawyer present, I will have the right to stop this interview at any time. - - - - -

(b) (6)

WAIVER OF RIGHTS

I further certify and acknowledge that I have read the above statement of my rights and fully understand them, and that, - - - - -

- (1) I expressly desire to waive my right to remain silent; - - - - -

(b) (6)
- (2) I expressly desire to make a statement; - - - - -

(b) (6)
- (3) I expressly do not desire to consult with either a civilian lawyer retained by me or a military lawyer appointed as my counsel without cost to me prior to any questioning; - - - - -

(b) (6)
- (4) I expressly do not desire to have such lawyer present with me during this interview; - - - - -

(b) (6)
- (5) This acknowledgment and waiver of rights is made freely and voluntarily by, and without

SUSPECT'S RIGHTS ACKNOWLEDGEMENT/STATEMENT (See JAGMAN 0170)

any promises or threats having been made to me or pressure or coercion of any kind having been used against me; and -----

(b) (6)

(6) I further understand that, even though I initially waive my rights to counsel and to remain silent, I may, during the interview, assert my right to counsel or to remain silent. -----

SIGNATURE (ACCUSED/SUSPECT)	TIME	DATE
(b) (6)	1310	12 OCT 17
	TIME	DATE
	1310	12 OCT 17
SIGNATURE (WITNESS)	TIME	DATE

**ADMIRAL'S MAST
ACCUSED'S NOTIFICATION AND ELECTION OF RIGHTS
ACCUSED ATTACHED TO OR EMBARKED IN A VESSEL**

Notification and election of rights concerning the contemplated imposition of nonjudicial punishment in the case of **BMC Jeffery Butler, USN**, assigned or attached to USS JOHN S MCCAIN (DDG 56)

NOTIFICATION

1. In accordance with the requirements of paragraph 4 of Part V, MCM 2016, you are hereby notified that the commander is considering imposing nonjudicial punishment on you because of the following alleged offense:

Charge 1: Violation of the UCMJ Article 92, dereliction of duty (2 specifications)

2. The allegation against you is based on the following information:

See attached report.

3. You may request a personal appearance before the commander or you may waive this right.

a. Personal appearance waived. If you waive your right to appear personally before the commander, you will have the right to submit any written matters you desire for the commander's consideration in determining whether or not you committed the offenses alleged, and, if so, in determining an appropriate punishment. You are hereby informed that you have the right to remain silent and that anything you do submit for consideration may be used against you in a trial by court-martial.

b. Personal appearance requested. If you exercise your right to appear personally before the commander, you shall be entitled to the following rights at the proceeding:

(1) To be informed of your rights under Article 31(b), UCMJ;

(2) To be informed of the information against you relating to the offense(s) alleged;

(3) To be accompanied by a spokesperson provided or arranged for by you. A spokesperson is not entitled to travel or similar expenses, and the proceedings will not be delayed to permit the presence of a spokesperson. The spokesperson may speak on your behalf, but may not question witnesses except as the commander may permit as a matter of discretion. The spokesperson need not be a lawyer;

(4) To be permitted to examine documents or physical objects against you that the commander has examined in the case and on which the commander intends to rely in deciding whether and how much nonjudicial punishment to impose;

(5) To present matters in defense, extenuation, and mitigation orally, in writing, or both;

(6) To have witnesses attend the proceeding, including those that may be against you, if their statements will be relevant and they are reasonably available. A witness is not reasonably available if the witness requires reimbursement by the United States for any cost incurred in appearing, cannot appear without unduly delaying the proceedings, or if a military witness, cannot be excused from other important duties; and

(7) To have the proceedings open to the public unless the commander determines that the proceedings should be closed for good cause. However, this does not require that special arrangements be made to facilitate access to the proceeding.

ADMIRAL'S MAST
ACCUSED'S NOTIFICATION AND ELECTION OF RIGHTS
ACCUSED ATTACHED TO OR EMBARKED IN A VESSEL

ELECTION OF RIGHTS

4. Knowing and understanding all of my rights as set forth in paragraphs 1 through 3 above, my desires are as follows:

a. Personal Appearance. (Check one)

☒ I request a personal appearance before the commander.

☐ I waive a personal appearance.

b. Written Matters. (Check one)

☒ I do not desire to submit any written matters for consideration.

☐ Written matters are attached.

c. Election at Personal Appearance. (Check one or more)

☐ I request that the following witnesses be present at my nonjudicial punishment proceeding:

☐ I request that my nonjudicial punishment proceeding be open to the public.

(b) (6)

J. D. BUTLER, USN
ACCUSED

(b) (6)

WITNESS

(b) (6)

, LCDR, JAGC, USN



DEPARTMENT OF THE NAVY

USS JOHN S. MCCAIN (DDG 56)
UNIT 100161 BOX 1
FPO AP 96672

IN REPLY REFER TO:

JOHNSMCCAININST 3502.11A

TRNG

13 May 16

USS JOHN S. MCCAIN (DDG 56) INSTRUCTION 3502.11A

Subj: TRAINING PROGRAM

Ref: (a) OPNAVINST 3541.1 (Series)
(b) COMPACFLTINST 4790.3 (Series)
(c) COMNAVSURFAC 1320.1 (Series)
(d) COMNAVSURFLANTINST 3502.3 (Series)
(e) COMUSFLTFORCOMINST 3501.4 (Series)
(f) COMNAVSURFORINST 3540.1 (Series)
(g) COMNAVSURFORINST 3540.2 (Series)
(h) COMNAVEDTRA 1560.3 (Series)
(i) OPNAVINST 1412.2 (Series)
(j) OPNAVINST 1412.3 (Series)
(k) OPNAVINST 1414.1 (Series)
(l) OPNAVINST 1500.22 (Series)
(m) OPNAVINST 3120.32 (Series)
(n) OPNAVINST 3500.34 (Series)
(o) OPNAVINST 3500.39 (Series)
(p) OPNAVINST 5100.19 (Series)
(q) OPNAVINST 5100.23 (Series)
(r) NAVEDTRA 43100-1 (Series)
(s) NAVEDTRA 43901 (Series)
(t) NAVEDTRA 43901-10
(u) SECNAVINST 5510.30 (Series)
(v) SECNAVINST 5530.14 (Series)
(w) JOHNSMCCAINNOTE 3501
(x) JOHNSMCCAININST 5040.1 (Series)
(y) JOHNSMCCAININST 5100.4 (Series)

Encl: (1) Critique of Instruction
(2) Yearly Command Training Plan
(3) Watch Team Replacement Plan (WTRP)
(4) Monthly Division Training Plan

1. Purpose. To promulgate JOHN S. MCCAIN's Shipboard Training and Personnel Qualification Standards (PQS) Program.

2. Discussion. Training is at the heart of all we do. With an effective training and PQS program, JOHN S. MCCAIN will be able to maintain the highest levels of combat readiness. This instruction is designed to provide a standard framework for planning, administering and documenting training on board JOHN S. MCCAIN.

3. Cancellation. JOHNSMCCAININST 3502.11

4. Implementation. This instruction is effective upon signature and until cancelled or updated. This instruction is applicable to all personnel aboard JOHN S. MCCAIN.

5. Review. The Training Officer is responsible for reviewing and updating this instruction annually and when references are changed.

PROSECUTION EXHIBIT 12
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

1 of 20

6. Duties and Responsibilities

a. The Commanding Officer will:

- (1) Establish training policies by setting training goals, objectives, and training priorities.
- (2) Review departmental progress and overall attainment of training goals.
- (3) Approve all drills prior to their commencement.
- (4) Serve as the final qualification authority and senior member of oral qualification boards for all watchstations not specifically delegated to subordinate Officers.
- (5) Conduct level-of-knowledge spot checks of individual watchstanders whose qualification is certified by Department Heads.
- (6) Designate principle assistant(s) to the Training Officer via the Collateral Duty Notice.
- (7) Function as a mentor for the ship's Officers.

b. The Executive Officer will:

- (1) Chair Planning Board for Training (PB4T).
- (2) Coordinate individual education and professional training programs.
- (3) Provide personnel with incentives and opportunity of self-improvement and professional advancement.
- (4) Review Officer training and qualification.
- (5) Supervise Command Indoctrination.
- (6) Ensure training and qualifications are properly documented.
- (7) Manage NEC and CIN manning required onboard JOHN S MCCAIN.
- (8) Supervise and coordinate training as the Integrated Training Team Leader.
- (9) Serve as the Damage Control Training Team Leader.
- (10) Utilize the "Division in the Spotlight" program, reference (x), to fulfill the requirement to develop and implement a training system audit program.
- (11) Monitor division and watch team training events.
- (12) Approve the Officer Long Range Training and Requirement Plan (LORTARP) for approval by the Commanding Officer.
- (13) Authorize off-ship school quotas requiring expenditure of TADTAR.

- (14) Service as a mentor for the Commanding Officer.
 - (15) Ensure 100% fulfillment of TYCOM Critically Required Schools.
 - (16) Ensure 100% fulfillment of TYCOM Critically Required NECs.
 - (17) Overall responsible for the management of all TADTAR funds.
- c. The Senior Watch Officer (SWO) will:
- (1) Manage the Officer training program.
 - (2) Manage the Bridge and Quarterdeck watch team training program.
 - (3) Maintain an Officer Watchstander Watch Team Replacement Plan (WTRP), including the following watchstations: CDO, OOD, JOOD, JOOW, TAO, CSC, AAWC, ASUWC, ASWC, Helm Safety Officer, and special evolution safety observers (e.g., UNREP).
 - (4) Monitor professional development of Junior Officers and make recommendations to the Commanding Officer and Executive Officer concerning Officer assignment for additional exposure to special watches or duties (i.e. UNREP Conning Officer, OOD, etc.).
 - (5) Recommend convening qualification boards as required.
 - (6) Draft LORTARP.
- d. The Training Officer will:
- (1) Assist PB4T in scheduling, coordinating, and evaluating training.
 - (2) Maintain the command training schedule.
 - (3) Administer the SWO PQS Program.
 - (4) Develop the Command annual training plan.
 - (5) Obtain school quotas for off-ship schools as requested by divisional training Petty Officers, approved by Chain of Command, and in accordance with the SURFOR Readiness Manual (Series) and FLTMS TYCOM Requirements.
 - (6) Train supervisors in the mechanics of running departmental and divisional training.
 - (7) Prepare detailed training schedules for the command.
 - (8) Prepare the off-ship school list ensuring assigned quotas are filled or cancelled.
 - (9) Maintain liaison with shore establishments and advise the PB4T on training assets available.
 - (10) Coordinate the ship's General Military Training (GMT) Program.

(11) Prepare a training program for midshipmen and reserve personnel embarked for training duty. An Action Officer will be assigned to assist in the execution of these programs.

(12) Review program effectiveness utilizing JOHN S MCCAIN's Division in the Spotlight to XO and recommend cancellation or modifying to just include CO's Warfare update.

(13) Coordinate with the Administrative Officer the TADTAR funding and constitution of TAD orders for all off-ship schools.

(14) Collect and consolidate individual division training reports and training plans in accordance with this instruction.

(15) Conduct Warfare Area Reviews with Coordinators and Leaders in accordance with the schedule set forth at PB4T.

(16) Supervise the downloading of FLT MPS reports twice a month. The following reports are to be downloaded:

- (a) Command 12 Month Training Report.
- (b) Command NEC Summary Report.
- (c) Command NEC Deficiency Report.
- (d) Command NEC by Personnel Details Report.
- (e) Command Course Summary Report.
- (f) Command Course Deficiency Report.
- (g) Command Course by Personnel Detail Report.

(17) Monitor and ensure all off-ship internet training programs and applications are updated and correctly reflecting JOHN S MCCAIN's current information to include but not limited to:

- (a) FLT MPS.
- (b) eNTRS.

(18) Upload RADM on the first of every month.

e. Assistant Training Officers will:

- (1) Training Officer as directed.
- (2) Coordinate shipboard classroom scheduling.
- (3) Act as single point of contact for specialized training availabilities.
- (4) Collect divisional monthly training reports and plans, conduct training with individual Training Petty Officers as needed.

PROSECUTION EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

4 of 20

f. Department Heads will:

- (1) Advise the Commanding Officer on the training status of their department and assigned watch teams.
- (2) Establish departmental training goals and priorities and execute out department training program by.
- (3) Prepare and maintain departmental training schedules and plans.
- (4) Monitor divisional training by personal attendance.
- (5) Supervise performance of division Officers in training their divisions.
- (6) Maintain a list of departmental training events required by higher authority.
- (7) Maintain a record of required school graduates and assign timely reliefs for schooling.
- (8) Serve as a member of PB4T.
- (9) Set requirements for watch standing qualification not covered in standard PQS.
- (10) Certify watchstander qualification as delegated by the Commanding Officer.
- (11) Review and approve Watch Team Replacement Plans (WTRP), Long Range Training Plans (LRTP), Quarterly Training Plan (QTP), and Divisional Monthly Training Reports and Training Plans prior to use.
- (12) Approve watch qualification written examinations.
- (13) Develop a prioritized off-ship schools list using reference (a). Maintain a Departmental School Replacement Plan as a record of department personnel filling the school requirements, minimum NECs, their PRD, and their reliefs, if known.
- (14) Ensure school attendees are assigned at least four weeks prior to class convening date.
- (15) Ensure training not completed is rescheduled as practical.
- (16) Supervise the use of shipboard or shore-based scenario generators (embedded/on board, van and schoolhouse trainers) to maintain operator proficiency.
- (17) Appoint a Department Training Assistant/Officer to assist in managing the department's training program and training documentation (i.e. TPT score sheets, feedback reports from ATG visits) as well as appoint a departmental Training Petty Officer who will coordinate all divisional reports for that department (the departmental Training Petty Officer may be the senior divisional Training Petty Officer).

13 May 16

(18) Maintain a Watch Team Replacement Plan (WTRP) for watchstanders within their department's Area of Responsibility (AOR).

(19) Review off-ship quotas.

(20) Ensure instructors are trained and qualified to instruct their assigned material.

(21) Mentor and train Junior Officers.

g. Warfare Excellence Leaders will:

(1) Ensure all Warfare required NECs and Schools are met in accordance with the Surface Force Readiness Manual and the TYCOM requirements, while prioritizing the critically required designated NECs and Schools first.

(2) Maintain a plan for all evolutions that are required for each Warfare area in accordance with Surface Force Readiness Manual.

(3) Maintain a binder in accordance with the Warfare in the Spotlight Program 3501.0B.

(4) Ensure all training team members are filled and members are qualified at evaluated watch stations.

(5) Ensure both the Warfare Excellence Leader and Coordinator are designated in writing by the Commanding Officer.

(6) Schedule Warfare Area training during PB4T as needed and will coordinate with other Department Heads when cross-Departmental coordination is needed.

(7) Ensure all drill packages and drills are planned to ensure the drill periodicity is fulfilled.

(a) The PQS reports, PQS progress charts, and the Departmental Quarterly Training Plan must all be signed before being turned into the Training Officer.

(b) As needed, new reports may be required for the Monthly Training Report, and shall be promulgated by the Training Officer, as necessary.

(8) Ensure attendees for schools and training are documented in RADM, and note any school requiring a missed underway.

h. Division Officers will:

(1) Supervise divisional training, PQS, and watchstander qualification, to include record keeping.

(2) Develop a qualification path (a list of all PQS for the divisional personnel that includes professional, damage control/3M, and duty section qualifications and the milestones at which they should complete each PQS) with the assistance of their Training Petty Officers for each individual in the division.

PROSECUTION EXHIBIT 12
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

6 of 20

(3) Ensure that the divisional personnel sign a goal sheet for each PQS assigned. If the individual becomes delinquent without just cause (i.e. no special evolutions scheduled and are required for the qualification) the Division Officer will assign the following Dink Policy:

(a) Personnel delinquent in PQS 1-2 weeks: Assign two hours extra study per day (Monday-Friday).

(b) Personnel delinquent in PQS 3-4 weeks: Assign four hours extra study per day (Monday-Friday).

(c) Personnel delinquent in PQS greater than 4 weeks: In addition to standing duty with the assigned duty section, individual will stand duty with sister section until qualification is completed.

(4) Prepare and maintain a file of LTGs used by the division. This may be maintained at a departmental level.

(5) Monitor division training by personal attendance. Assign monitors for all training events not attended.

(6) Ensure all assigned personnel attend all appropriate training events and have a plan for make up if unable to attend.

(7) Ensure service record entries are made listing all qualifications completed. Page 4s should be updated within 14 days of qualification. Automated page 4s will be generated using the RADM program, endorsed by the Division Officer and routed to the Admin office to be inserted in the individual's service record.

(8) Advise the Department Head of training events requiring scheduling at PB4T.

(9) Develop and maintain the divisional Watch Team Replacement Plan (WTRP), if not covered under the departmental WTRP.

(10) Maintain the division's School and NEC Replacement Plan.

(11) Review PQS goals to ensure goals match requirements of the Watch Team Replacement Plan (WTRP).

i. The Administrative Officer will:

(1) Ensure all TAD orders for schools are completed the Friday before commencement and that all needed travel and accommodation requirements have been met.

(2) Ensure appropriate entries concerning onboard and off-ship schools, training, and qualifications are made in Officer and enlisted service records and that orders are prepared for personnel attending off-ship schools.

j. The Educational Services Officer (ESO) will:

(1) Advise divisions on services available from the ESO.

PROSECUTION EXHIBIT 12
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

7 of 20

(2) Coordinate educational programs and opportunities as set forth in references (a) and (c).

(3) Conduct advancement exams.

k. The Command Career Counselor (CCC) will:

(1) Provide Long Term Goals pertaining to Navy Retention Programs.

(2) Assist the Education Services Officer in developing lists of candidates eligible for advancement.

l. The Safety Officer will:

(1) Coordinate safety training for members of the Safety Committee.

(2) Develop and promulgate safety training LTGs. During the safety council meetings, report to the Executive Officer the accomplishment of the previous quarter's safety training.

m. The Damage Control Assistant (DCA) will:

(1) Serve as a member of PB4T.

(2) Maintain training schedules for damage control repair stations (repair parties, rapid response, inport emergency teams). Submit training schedules to PB4T for the coming month.

(3) Supervise Section Leaders in maintaining qualification and training records for Inport Emergency Team Personnel.

(4) Supervise Repair Locker Leaders in maintaining qualification and training records for their locker personnel.

(5) Assist all divisions and departments in lectures and demonstrations on damage control matters. Provide all LTGs that apply to damage control topics.

(6) Manage "All Hands" damage control training (individual records maintained by Division Officer).

(7) Ensure repair lockers, duty inport emergency team members, and crash and salvage team members remain current in off-ship school qualifications as required by reference (a), (b), (c), and (D).

(8) Coordinate with respective Division Officers to assign and monitor PQS for members of repair lockers, crash and salvage team, and inport emergency teams.

n. The Hazardous Material Coordinator (HMC) will:

(1) Develop and schedule hazardous material training, including the indoctrination of newly reported personnel at I-Division and required annual refresher training.

(2) Coordinate with the Damage Control Officer to schedule at PB4T and conduct hazardous material spill response drills.

o. The Supply Officer will coordinate the Repair Parts Petty Officer (RRPO) training program.

p. The Senior Watchbill Coordinator will:

(1) Develop and maintain the Watch Team replacement Plans (WTRPs) for Inport Duty Sections to include the Duty Section Inport Emergency Team.

(2) Coordinate training of Inport Duty Section personnel.

q. The Operations Officer will provide the current annual employment schedule to the training officer for inclusion into the Command Long Range Training Plan.

r. The Command Master Chief will:

(1) Organize and administer the ESWS Qualification Program.

(2) Organize and administer the Command Indoctrination Program for newly reporting personnel.

(3) Organize and administer Chief Petty Officer and Petty Officer accession training.

s. The Anti-Terrorism Officer will:

(1) Oversee preparations and delivery of training lectures and demonstrations on matters pertaining to all aspects of shipboard physical security not under cognizance of the engineering and supply departments.

(2) Coordinate the physical security watchstander qualification program and the administration of oral proficiency examinations.

(3) Direct the small arms qualification process.

(4) Coordinate shipboard training related to Ship's Self Defense Force.

(5) Conduct assigned duties and ensure compliance with JOHN S MCCAININST 5530.1 (Series), Physical Security Program.

t. The Training Team Leaders will:

(1) Coordinate with Department Heads to identify casualty control and evolution training deficiencies and schedule drill periods.

(2) Coordinate and supervise evolution and casualty control training. Evolutions will be evaluated by personnel designated in writing by the Department Head.

(3) In conjunction with the Departmental Training Assistant, determine the number of evolution training periods required for each quarter and schedule those periods in the Quarterly Training Plan (QTP).

u. All Hands will be responsible for achieving and maintaining proficiency in evolutions for which their watchstation is responsible.

6. Planning Board for Training (PB4T). PB4T will be the primary tool for the implementing of training policy and coordination and scheduling of training. The PB4T shall consist of the Executive Officer (chair), Department Heads, Training Officer, PQS Coordinator, Safety Officer, Damage Control Assistant, Senior Medical Department Representative, Command Master Chief, Departmental LCPOs, Personnel Officer, Ship's Secretary, and Command Career Counselor. The board shall meet weekly, normally on Thursday, to plan the command weekly training schedule and evaluate the ship's training status.

a. Duties and Responsibilities of PB4T:

(1) Assist the Commanding Officer in carrying out command training policies and scheduling appropriate training to ensure combat readiness.

(2) Minimize disruption of ship's watch teams and crew by coordinating personnel changes through the use of Watch Team Replacement Plans.

(3) Resolve obstacles or conflicts that may impede meeting training objectives.

(4) Integrate exercise and drill requirements of the departments into the ship's operating schedule, Plan of the Week, and Plan of the Day.

(5) Develop the Command Weekly Training Schedule (Plan of the Week). The Plan of the Week will include all activities that: cross department boundaries, require the use of a common area (e.g., crew's classroom, messdecks), use SITE TV system, or involve off-ship training.

b. Routine PB4T Items. The following items will be routinely scheduled for discussion at PB4T:

(1) Plan of the Week.

(2) Prospective Gains/Sponsor Program.

(3) Prospective Losses.

(4) Ship's Employment Schedule.

(5) Off-ship School Quotas.

(6) Career Counselor Update.

c. PB4T Procedures. To maximize the effectiveness of time spent at PB4T, the meeting will be a scripted event where attendees know the agenda and are prepared to efficiently and concisely discuss their topics. Topics will be briefed in advance to minimize discussion. Areas of difference will be concisely explained to the Executive Officer for decision or discussion.

7. Training Meetings. Training meetings shall be scheduled by the Training Officer and the Assistant Training Officer, as needed. Members shall consist of the Training Officer, Assistant Training Officer, and all Departmental Training Assistants.

8. Training Schedules. A command Long Range Training Plan and a Short Range Training Schedule will be the principle management tools to build an effective shipboard training program. Divisional training will occur twice a week in accordance with the plan of the week.

a. Long Range Training Plan (LRTP). The LRTP is a comprehensive list of training events (exercises, inspections, assist visits, etc.) for the current quarter, plus 4; that must be completed throughout JOHN S MCCAIN's operational cycle. Departmental Training Officers will assist the Training Officer by consolidating the information required for LRTP's development from their department. The Training Officer will then consolidate departmental inputs and add shipwide training. The LRTP will be provided to departmental training officers by the ship's Training Officer. All departments will use the command LRTP as their departmental LRTP. The Training Officer is responsible for maintaining the LRTP. The LRTP will be reviewed by the Warfare leads and Executive Officer and will be approved by the Commanding Officer. The Long Range Training Plan will include the following:

- (1) The Annual Employment Schedule.
- (2) A list of all required inspections, certifications, assists and visits.
- (3) A list of all TYCOM required exercises.

b. The Departmental Long Range Training Plan (DLRTP) will consist of all inputs from the command LRTP that impacts the department. In addition, all Departmental/Divisional Training shall be included in the Departmental LRTP. The DLRTP shall be approved by the Department Head.

(1) Quarterly Training Plan (QTP). The QTP is the comprehensive planning vehicle for scheduling and coordinating all training for a given quarter. The QTP schedules exercises, drills, lectures and for the Departmental QTP, PQS goals. It is constructed from the ship's employment schedule for the quarter, departmental/divisional WTRPs, and team training requirements. The department QTP is used to construct monthly training schedules for each successive month of the Quarter. The Command QTP shall be approved by the Executive Officer, and the Departmental QTP shall be approved by the Department Head.

(2) Quarterly Training Plan Development. The purpose of this plan is to disseminate the ship's employment schedule, shipwide events and training that will affect the scheduling of individual departmental training. Department Heads will add any training from within their AOR that will impact the scheduling of another department's training. The Training Officer will consolidate inputs and produce the command QTP. Once approved by the Commanding Officer, the Command QTP will be distributed to departments for development of departmental Quarterly Training Plans.

(3) Plan of the Week. In accordance with the PB4T scheduling process, Department Heads will incorporate training for the upcoming week into the Plan of the Week, with inputs due to the Operations Officer or their designated representative by Friday of the preceding week. Additionally, Department Heads will incorporate training to correct deficiencies identified by training teams in the Plan of the Week.

(4) Required schools and NEC list shall be tracked via FLTMPs and used by all Khaki and Training Leads in developing long range school plans.

9. Watch Team Replacement Plan (WTRP). The objective of the WTRP is to establish stable, PQS qualified watch teams and proficient ship training teams for the duration of each training quarter. Consequently, the WTRP focuses on anticipated losses and gains in successive quarters. The WTRP will permit the early identification of team proficiency training requirements for each quarter and serve as a primary input to JOHN S MCCAIN's quarterly training plans.

10. Training Team. Training teams will include a core group of the most knowledgeable and experienced personnel in JOHN S MCCAIN who will supervise the performance of drill evaluators, and ensure overall watch stander proficiency. Training Teams will consist of the watch section not on watch acting as the evaluators and graders. This is to ensure all hands receive drill time to maintain proficiency.

a. The following training teams will be established on JOHN S MCCAIN per reference (a):

(1) Combat System Training Team (CSTT). The CSTT will be headed by the Combat Systems Officer, and divided into Technical and Tactical teams. The CSTT will be established in accordance with SFRM, Section 202. The CSTT Tactical will provide consolidated training in INT, EW, AW, SUW, ASW, STRIKE, CCC, and NSFS. For CSTT Technical casualty control training will be the primary focus and the Combat System Operational Sequencing System (CSOSS) will be used as the primary reference.

(2) Engineering Training Team (ETT). Headed by the Engineer Officer, the ETT will be established per SFRM, Section 202.

(3) Damage Control Training Team (DCTT). Headed by the Executive Officer and assisted by the DCA and Fire Marshall, the DCTT is responsible for repair team and inport emergency party training. The DCTT will be established in accordance with SFRM, Section 202.

(4) Seamanship Training Team (STT). Headed by the Operations Officer and assisted by the Navigator, the STT provides seamanship and navigation training support and will be established per SFRM, Section 202.

(5) Anti-Terrorism/Anti-Terrorism Training Team (AT/FPTT). Headed by the Weapons Officer and assisted by the Anti-Terrorism Officer (ATO), the AT/FPTT provides Anti-Terrorism and Anti-Terrorism Training support and will be established in accordance with SFRM, Section 202.

(6) Medical Training Team (MTT). Headed by the ship's Senior Medical Department Representative (SMDR), the MTT provides training to all personnel in basic first aid.

(7) Visit, Board, Search and Seizure Training Team (VBSSSTT). Headed by the ATO, the VBSSSTT provides training to all ship's VBSS members in basic Boarding Procedures, Physical Training and conditioning, and refining the tactics taught at the team trainer.

(8) 3M Training Team (3MTT). The 3MTT serves as the focal point for all 3M evaluation, training, monitoring, self assessment, and enforcement of

standards, within the Command. 3MTT members will include, but not limited to, departmental 3MAs. The Executive Officer serves as the 3MTT Leader and the 3MC serves as the Coordinator.

11. Damage Control Petty Officer (DCPO) Training. The Repair Officer is responsible for DCPO training. DCPO training will be held by the DCPO Work Center Supervisor on a weekly basis.

12. Damage Control Training. The DCA will provide for "All Hands" damage control training. He will ensure adequate training is provided to support qualification in all areas of damage control.

13. General Military Training. GMT will be conducted by Divisions as scheduled in their training plans. Monthly required training will be scheduled in the LRTP.

14. Training Forms and Records. The following training forms and records will be used on board JOHN S MCCAIN to schedule, administer and record training conducted on board.

a. Long Range Training Plan (LRTP). The Command LRTP shall be constructed and maintained by the Training Officer, entertaining all certifications, drills, exercises, and command wide required training topics. The Departmental LRTP shall be constructed and maintained by the Departmental Training Petty Officer, using the Command LRTP as a guideline.

b. Quarterly Training Plan (QTP). Enclosure (4) is the approved format for the QTP. The Training Officer will construct the shell of the Command QTP by entering all scheduled team trainers, inspections, certifications, assists and visits on the training plan. Departmental QTPs shall be based off the Command QTP, and built and maintained by the Departmental Training Petty Officers. Some situations may arise, such as, the issuance of class advisories, when unplanned training must occur. In these instances, document the training as UP01, UP02, etc. On the reverse of the QTP list the training topic associated with each unplanned event. The numbering of UP events resets with each new QTP.

c. Watch Team Replacement Plan (WTRP). The WTRP is prepared by the Division Officer and provides a current quarter plus four quarter projection of qualified watchstanders and serves as a planning tool for watch team qualification in accordance with enclosure (3). A separate WTRP shall be maintained for both Condition III and Condition IV watchteams and shall mirror the actual watchbill in all respects. The WTRP shall be completed three weeks prior to the start of the new quarter in order to support development of the QTP. WTRPs shall be approved and signed by the Department Head. The WTRP shall be completed as follows:

(1) List all divisional watchstations in the far left column.

(2) In the successive columns, list the qualified watchstanders required to fill each billet. PRDs shall be listed adjacent to each name. When an individual is projected to rotate from a watchstation, PQS assignments shall be adjusted appropriately to fill vacancies. Since the WTRP projects FOUR quarters in the future, a complete plan may not be possible, but blanks should be minimized. Filling a future position with a prospective gain should be annotated as "PG".

(3) For projected watch team replacements not yet qualified in the watchstation, include that person and their goal date on the department QTP, section III. Prospective gains shall also be identified with the corresponding anticipated reporting date.

(4) In the blocks marked with an "(T/T)" list primary training team member for that watchstation.

15. Watchstander Proficiency. In order to maintain proficiency, qualified personnel shall complete all evolutions on their EVTR during the quarter. Personnel need not maintain proficiency in watchstations subordinate to the primary watchstation EVTR they are completing.

a. In order to maintain overall tactical or operational proficiency, refresher watches shall also be directed by supervisors and watchbill coordinators. For instance, an Anti-Air Warfare Coordinator may be directed to stand a refresher under instruction watch at the Tactical Information Coordinator watchstation to further his understanding of the overall tactical picture.

b. Personnel who do not maintain proficiency in a watchstation shall be required to complete a PQS watchstation requalification process as designated by their division officer in accordance with the advanced qualification procedure in accordance with reference (n). At a minimum the individual will be required to a level deemed acceptable by senior watchstander in that area.

c. When an entire watchstation has been inactive (i.e.: yard periods) for a period of over 60 days, a watchstation seminar shall be held by a qualified member. This seminar will review operating procedures, casualty control, and general safety precautions and perform a walkthrough of relevant watchstations and will be documented on the MTS as an unplanned training event.

16. Training Muster and Critiques. When only one form is needed to adequately document attendance, the instructor shall task a senior member of the class to complete the critique on the reverse of the form. When two forms are needed, two critiques will be completed to obtain a representative sample of the larger group. Training Muster copies will be turned into the respective division/department to update the MTS and data entry into the Compass database as required.

17. Training Records Administration. The success of a shipboard training program is largely dependent upon its proper administrative management. Training must be scheduled with regard to the ship's operational employment, completed training must be documented, and personnel qualifications must be entered in their service records and available for review.

a. Shipboard training records will, at a minimum, include the following elements:

(1) Planning of meaningful and productive lectures, seminars, examinations, drills and exercises.

(2) Feedback to the Chain of Command on the quality of training conducted.

(3) Periodic monitoring and evaluation of individual and team performance in drills or observed evolutions.

18. Training and PQS Documentation. The official record for all completed training and PQS qualifications granted on board JOHN S MCCAIN will be the RADM database.

19. Division Officer's Notebook. Training records provide a reference for evaluation and a means for monitoring an individual's progress towards attaining qualification. To simplify record keeping, the RADM database will be used to the maximum extent to maintain training records. Division records are used to monitor progress of personnel towards training goals. These records will be retained by the Division Officer until no longer useful for planning or progress review. Division Officers will maintain the following training records for planning and tracking personnel training in their Division Officer's Notebook or on the RADM database:

a. A record of each person assigned to the division on NAVPERS 1070/6 (Division Officer's Personnel Record Form). The RADM form "Division Officers Personnel Record Form" fulfills this requirement.

b. A PQS progress chart to record individual watch qualification goals and their achievement. The Compass form "Weekly PQS Report" fulfills this requirement.

c. A "Qualification and Advancement Plan" for each person assigned to the division. The RADM form "PQS Plan of Action and Milestones" fulfills this requirement.

20. Divisional/Departmental Training Binder. Each division or department (if not maintained by the division) shall maintain a training binder. The training binder will be tabbed off in sections to include the following material:

- a. A copy of JOHN S MCCAIN's Training and PQS instructions.
- b. A copy of JOHN S MCCAIN's most recent PQS qualifiers list.
- c. A copy of JOHN S MCCAIN's LRTP
- d. List of Divisional Personnel.
- e. Quarterly Training Plan signed by DIVO/CPO and DH.
- f. Lesson Topic Training.
- g. Divisional Topic Matrix.
- h. Annual GMT Topic Matrix.
- i. A copy of the divisions/departments formal schools and NEC requirements.
- j. WTRP.

21. Training Record Retention. The following is a list of records required to be retained on board, the length of time they must be retained, and the personnel who are responsible for their retention.

a. Long Range Training Plan. Command LRTPs will be maintained by the Training Officer. All division/department LRTPs will be maintained by the cognizant division/department training assistant.

b. Quarterly Training Plans. The current QTP and the previous QTP shall be retained. Command QTPs will be maintained by the Training Officer. All division/department QTPs shall be maintained by the cognizant division/department training assistant.

c. Training Muster Forms. Musters for training will be taken at the beginning of each training lecture. Upon completion, the instructor or a designated representative will enter the attendee's names in to RADM and the muster sheets will be retained for one quarter.

(b) (6)



DH _____
DIVO _____
LCPO/LPO _____
Training PO _____

USS JOHN S MCCAIN
DDG 56
INSTRUCTOR / TRAINING CRITIQUE

EVENT / SEMINAR: _____

DATE: _____

INSTRUCTOR: _____

MONITOR: _____

	Poor	Needs Improv	SAT	EXC
1. Classroom environment (seating, lights, temp, acoustics etc). Place of Training:				
2. Knowledge of subject material.				
3. Prepared for lecture.				
4. Made use of training aids / multi-media.				
5. Lesson objectives clearly stated.				
6. Maintained group interest.				
7. Asked skillful questions.				
8. Summarized major points.				
9. Poised, good voice presentation.				
10. Training objectives met.				

FEEDBACK: _____

MONITOR

REVIEWED: _____

INSTRUCTOR

PROSECUTION EXHIBIT 12
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

17 of 20
Enclosure (1)

JOHNSMCCAININST 3502.11A
13 May 16

COMMAND LONG RANGE TRAINING PLAN (FY##)

TOPICS	RACN CODE	PERIODICITY	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
EQUIPMENT TAG-OUT SAFETY FUNDAMENTALS	3M-01	A	X											
SHIP'S FORCE WORK LIST (SFWL)	3M-02	A		X										
CURRENT SHIP'S MAINTENANCE PROJECT (CSP)	3M-03	A			X									
47014 SHELTER (SM MANUAL)	3M-04	A				X								
PM3 SCHEDULES AND SCHEDULING	3M-05	A					X							
MISC DECK	3M-06	A						X						
FORCE REVISION	3M-07	A							X					
FEEDBACK REPORTING (470075 FBR)	3M-08	A								X				
WCS PM3 MANUAL (SPACE MANUAL)	3M-09	A									X			
47007X DEFERRAL 47007Z SUPPLEMENTAL INFO	3M-10	A										X		
47007X EQUIPMENT CONFIGURATION CHANGE	3M-11	A											X	
OPNAV 3120 32 CH630 1P, CNRP 3101 2, JSNINST 3123	3M-12	A												X
QA 321 CRAFTSMAN REF 3 S 2 VOL V, JPM	3M-13	A												X
QUARTERLY SHIP'S ANNUAL/ANNUAL P-PERIODIC, RNAS REQUIRED	3M-14	A		X			X			X			X	

TOPICS	RACN CODE	PERIODICITY	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
ELECTRICAL FUNDAMENTALS	SAF-ELC1	A (AND UPON CHECKS)	X											
SCBA EBBG EBBGS	DC-R-3	S (AND WITH 72 HOURS CHECKS)	X						X					
PERSONAL PROTECTIVE EQUIPMENT	SAF-PPE1	A		X										
HAZARDOUS WAREHOUSE ASSESSMENT (HWA) REF. OPNAV 33013C 0001	MEPS-02	A		X			X							
HADDT USAGE	SAF-HDU1	A			X					X				X
RECREATION AND OFF DUTY SAFETY	ST-01	A			X									
RESPIRATOR PROGRAM	SAF-RSP	A			X									
LEAD SAFETY	ST-10	A				X								
OPERATIONAL RISK MANAGEMENT	SAF-ORM	A					X							
ASBESTOS HAZARDS	ST-11	A						X						
SIGHT CONSERVATION PROGRAM	SAF-SC	A							X					
DECK EQUIPMENT	SAF-DECK	A								X				
RADIATION HAZARDS	SAF-RAO	A									X			
HEARING CONSERVATION PROGRAM	SAF-HNC	A										X		
HEAT STRESS MANAGEMENT	ST-20	A											X	
HAZARDOUS TSPILL TRAINING	DCIT-32	A												X
GAS FREE ENGINEERING	ST-45	A												X
WORKING ALOFT	SAF-WLF	A												X
OCCUPATIONAL AND HEALTH SAFETY	ST-31	A												X
TAG OUT TRAINING	SAF-TAG	A												X

TOPICS	RACN CODE	PERIODICITY	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
Antiracism Level 1 Awareness	AT-010-1.0	A	X											
Personal Financial Management	GMT-PFM16-1.0	A	X											
Cyber Security Awareness	DOJ-JAA-V12.0	A		X										
Physical Readiness	GMT-PRT-2.0	A		X										
Sexual Harassment	GMT-SAP-1.0	A			X									
Equal Opportunity/Sexual Harassment/Overnight Procedures (EOCH)	GMT-EOCH-1.0	A			X									
Sexual Assault Prevention and Response (SAPR) Awareness	GMT-SAPRA-1.0	A			X									
Stress Management	GMT-SM-1.0	A			X									
Operational Risk Management	GMT-ORM-1.0	A			X									
Domestic Violence Prevention and Reporting	GMT-DVPR-1.0	A				X								
Sexual Health and Reproductive	GMT-SHR-1.0	A				X								
Alcohol, Drugs, and Tobacco Awareness	GMT-ADTA-1.0	A					X							
Energy Policy	OPNAV-GMTE-1.0	A						X						
Counterintelligence Awareness and Reporting	DOO-CIAR-1.0	A							X					
Operations Security	USOPSEC-2.0	A								X				
Privacy and Personally Identifiable Information	DOO-PII-2.0	A									X			
Records Management	DOO-RM-018-1.1	A										X		
Combating Trafficking in Persons (CTIP) General Awareness	DOO-CTIP-1.0	A											X	
Child the Course	CTC-28015	A												X
Privacy Policy and Prevention	GMT-PP-1.0	A												X

TOPICS	RACN CODE	PERIODICITY	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
MISC FIREFIGHTING	BOC-01	A	X											
FIREMAN	BOC-17	A		X										
CBR PROTECTIVE CLOTHING	BOC-24	A			X									
VENTILATION	DC01	A				X								
CHEMICAL DETECTION EQUIPMENT	DC101	A					X							
INVESTIGATION	DC101	A						X						
PLUMBING/PIPE PATCHING	DC11	A							X					
DC ORGANIZATION	DC12	A								X				
GAS FREE ENGINEERING	DC123	A									X			
HAZCON TRAINING	DC-OFE	A										X		
DECON STATIONS	DC-TRINITY	A											X	
CASUALTY POWER	DC18	A												X

DIV TRAINING PETTY OFFICER

CHIEF PETTY OFFICER

DIVISION OFFICER

DEPARTMENT HEAD

COMMAND TRAINING PETTY OFFICER

TRAINING OFFICER

PROSECUTION EXHIBIT 12
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

17 of 20
Enclosure (2)

JOHNSMCCAININST 3502.11A
13 May 16

[illegible]

Enclosure (3)

PROSECUTION EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

9 of 20

USS JOHN S. MCCAIN (DDG-56) DIVISIONAL MONTHLY TRAINING MATRIX

MONTH:	DIVISION:	DEPARTMENT:	QTR1/FY16
--------	-----------	-------------	-----------

Date:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Day:	MON	TUE	WED	THUR	FRI	SAT	SUN	MON	TUE	WED	THUR	FRI	SAT	SUN	MON	TUE
DIVISIONAL																
COMMAND																
GMT																
DC																
3M																
SAFETY																
EMPLOYMENT																

Date:	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Day:	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUE	WED
DIVISIONAL															
COMMAND															
GMT															
DC															
3M															
SAFETY															
EMPLOYMENT															

KEY:	ENR: ENROUTE	GQ: GENERAL QUARTERS	INSTRUCTOR	LOCATION	TRAINING TOPIC KEY	RADM CODE
SECONDARY PETTY OFFICER					A	
					B	
					C	
TRAINING PETTY OFFICER					D	
					E	
LEADING PETTY OFFICER					F	
					G	
LEADING CHIEF PO					H	
					I	
DIVISION OFFICER					J	
					K	
DEPARTMENT HEAD					L	
					M	
COMMAND TRAINING PO						

PROSECUTION EXHIBIT 12
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE
20 of 20



**BMC(SW) Jeffery Butler, USN
USS JOHN S. MCCAIN (DDG 56)**

BMC Jeffery Butler was born to Eddie and Bertha Butler in Mangham, Louisiana in 1977. The oldest of four children, he graduated from Mangham High School before enlisting in the Navy in November 1997.

After completing his basic training at Recruit Training Command Great Lakes, in May 1998 SR Butler reported to USS BONHOMME RICHARD (LHD 6), where he was rated a Boatswain's Mate.

In November 2002, BM3 Butler reported to Naval Station Mayport, Florida as the Repair Assistant Leading Petty Officer, providing logistical and shore support for 19 ships.

In November 2005, BM2 Butler reported to USS NASHVILLE (LPD 13) as Work Center Supervisor, Deck Supervisor, and finally Deck Leading Petty Officer, serving alongside then-Captain Mewbourne and the late Captain Tembe to help decommission NASHVILLE in Norfolk, Virginia.

Returning to shore duty, in November 2009 BM1 Butler reported to Recruit Training Command Great Lakes for instruction and duty as a "Red Roper" Recruit Division Commander Instructor, training countless divisions of Navy recruits. Qualified as "Night Check Chief," BM1 Butler was responsible for the recruits during their final week of evolutions, and also routinely served as "Master of Ceremonies" and tour guide for VIP visits to RTC Great Lakes.

In March 2013, BM1 Butler reported to USS GERMANTOWN (LSD 42), homeported in Sasebo, Japan, for duty as the Deck Department Leading Petty Officer and later as First Division Leading Chief Petty Officer. He was selected as 2014 Sailor of the Year and in September 2015, was promoted to Chief Petty Officer.

In April 2016, BMC Butler reported to his first Guided Missile Destroyer, USS JOHN S. MCCAIN (DDG 56), as the Operations Departmental Leading Chief Petty Officer. His permanent rotation date is April 2019 and his current enlistment ends in December 2019.

BMC Butler is married to the former Kimberly Tasker. They have three children – son KeAndre (age 16), daughter Jazmine (age 11), and son Kameron (age 6). Mrs. Butler works at the Child Development Center in Yokosuka and the children attend DOD schools at Fleet Activities Yokosuka.

Besides his family, BMC Butler's greatest honor in life has been to wear the uniform of a Navy Chief.

EVALUATION REPORT & COUNSELING RECORD (E1 - E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate SN		3. Design		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <input type="checkbox"/> 265		6. UIC 22202		7. Ship/Station LHD 6 BONHOMME RICHARD			8. Promotion Status REGULAR		9. Date Reported 98MAY12		
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment <input type="checkbox"/> 12. Promotion/Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report 14. From: 98JUL16 15. To: 99JUL15							
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Bullet Subcategory (if any) NA					
22. Reporting Senior (Last, FI MI) (b) (6)		23. Grade ENS		24. Design 1165		25. Title DIV OFF		26. UIC 22202		27. SSN (b) (6)	
28. Command employment and command achievements. Pre-commissioning/Fitting-out USS BONHOMME RICHARD. Light Off Assessment, Crew Certification, Well Deck Certification, Aviation Readiness Evaluation, Commissioning, Transit to Homeport, CART II, CSSQT, TSTA II, Final Contract Trials, TSTA III, Final											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) DECK SEAMAN Assigned to Second Division-12. PRI:Maintenance and preservation of Division spaces-12. WATCH: Messenger In Port-12, Helm, Lee Helm, Lookout Underway-7.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.)				30. Date Counseled 99DEC15		31. Counselor (b) (6)		32. Signature of Individual Counseled			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Pro- gressing		3.0 Meets Standards		4.0 Above Standards		5.0* Greatly Exceeds Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application.		- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.		-		- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.		-		- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction.	
(b) (6)											
34. QUALITY OF WORK: Standard of work; value of end product.		- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources.		-		- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.		-		- Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources.	
(b) (6)											
35. EQUAL OPPORTUNITY: Fairness, respect for human worth.		- Displays personal bias or engages in harassment. - Tolerates bias, unfairness or harassment in subordinates. - Lacks respect for EO objectives. - Interferes with order and discipline by disregarding rights of others.		-		- Always treats others with fairness and respect. - Does not condone bias or harassment in or outside of workplace. - Supports Navy EO objectives. - Contributes to unit cohesiveness and morale.		-		- Admired for fairness and human respect. - Ensures a climate of fairness and respect for human worth. - Pro-active EO leader, achieves concrete EO objectives. - Leader and model contributor to unit cohesiveness and morale.	
(b) (6)											
36. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.		- Consistently unsat appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COMMITMENT, COURAGE.		-		- Excellent personal appearance. - Excellent conduct, conscientiously complies with regulations. - Complies with physical readiness program, within all standards. - Always lives up to Navy Core Values: HONOR, COMMITMENT, COURAGE.		-		- Exemplary personal appearance. - Model of conduct, on and off duty. - Excellent or outstanding PRT. A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COMMITMENT, COURAGE.	
(b) (6)											
37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work.		- Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility.		-		- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility.		-		- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs.	
(b) (6)											

NAVPERS 1616/26 (7-93)

 DEFENSE EXHIBIT **B**
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____

1 of 50

EVALUATION REPORT & COUNSELING RECORD (E1 - E6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate SN		3. Desig		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards		4.0 Above Standards	5.0* Greatly Exceeds Standards	
38. TEAMWORK: Contributions to team building and team results.	<ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. 	<ul style="list-style-type: none"> - - - 	<ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. 		<ul style="list-style-type: none"> - - - 	<ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering 	
(b) (6)							
39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of subordinates. 	<ul style="list-style-type: none"> - - - - - - - 	<ul style="list-style-type: none"> - Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs and leads effectively in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates' personal and professional welfare. 		<ul style="list-style-type: none"> - - - - - - - 	<ul style="list-style-type: none"> - Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements significantly further command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, has top safety record. - Constantly improves the personal and professional lives of others. 	
(b) (6)							
40. Individual Trait Avg. Total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment to Rating, Sea Special Program, Shore Special Program, Commissioning Program, Special Warfare Program, Rating Instructor Duty, Other. (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written evaluation of marks 1.0 and 5.0.			
(b) (6)		(b) (6)		(b) (6) Date: 15 Jul 99			
43. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. No numerical ranking permitted. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 ptch (10 to 12 point) only. Use upper and lower case.							
(b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.							
(b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	(b) (6)
45. INDIVIDUAL	(b) (6)						DECK DEPARTMENT USS BONHOMME RICHARD FPO AP 96617-1656-4.
46. SUMMARY	(b) (6)						
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written confirmation to support marks of 1.0 and 5.0.				50. Signature of Reporting Senior			
(b) (6) Date: 15 Jul 99				(b) (6) Date: 7/15/99			
51. Signature of Individual Evaluated: "I have seen this report, been apprised of my performance, and understand my right to submit a statement."				52. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report			
(b) (6) Date: 28 JUL 99				(b) (6)			
(b) (6)				DEFENSE EXHIBIT B FOR IDENTIFICATION OFFERED: D PAGE ADMITTED: PAGE 2 of 10			

EVALUATION REPORT - COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D			2. Rate SN		3. Desig (b) (6)		4. SSN (b) (6)					
5. ACT <input checked="" type="checkbox"/> X		6. UIC 22202		7. Ship/Station LHD6 BONHOMME RICH		8. Promotion Status REGULAR		9. Date Reported 98MAY12				
10. Periodic <input checked="" type="checkbox"/> X			11. Detachment <input type="checkbox"/>		12. Promotion/ Frocking <input type="checkbox"/>		13. Special <input type="checkbox"/>		14. From: 99JUL16 15. To: 00JUL15			
16. Not Observed Report <input type="checkbox"/>		17. Regular <input checked="" type="checkbox"/> X		18. Concurrent <input type="checkbox"/>		19. <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA		
22. Reporting Senior (Last, FI MI) (b) (6)			23. Grade LTJG		24. Desig 1115		25. Title DIV OFF		26. UIC 22202		27. SSN (b) (6)	
28. Command employment and command achievements. Y2K testing, COMPTUEX, FLEETEX, SOCEX. Deployed to Western Pacific/Indian Ocean/Arabian Gulf 00JAN24-00JUL15 to support Operation Stabilize in East Timor, Exercise Eager Mace in Kuwait, Exercise Eastern Maverick in Qatar, Operation Southern Watch in the Arabian Gulf.												
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) DECK SEAMAN Assigned to Deck Department, Second Division-12. PRI: Maintenance and preservation of divisional spaces and maintenance of all well deck equipment-12. WATCH: Messenger of the Watch Inport and Underway-12, Helmsman/Leehelmsman-12, Lookout-12, Aft Steering Helmsman-12, Anchor Watch-12.												
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.)				30. Date Counseled 00JAN15		31. Counselor (b) (6)		32. Signature of Individual Counseled (b) (6)				

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0* Greatly Exceeds Standards
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. (b) (6)	-Marginal knowledge of rating, specialty or job. -Unable to apply knowledge to solve routine problems. -Fails to meet advancement/PQS requirements.	-	-Strong working knowledge of rating, specialty and job. -Reliably applies knowledge to accomplish tasks. -Meets advancement/PQS requirements on time.	-	-Recognized expert, sought out by all for technical knowledge. -Uses knowledge to solve complex technical problems. -Meets advancement/PQS requirements early/with distinction.
34. QUALITY OF WORK: Standard of work; value of end product. (b) (6)	-Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources.	-	-Needs little supervision. -Produces quality work. Few errors and resulting rework. -Uses resources efficiently.	-	-Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources.
35. EQUAL OPPORTUNITY: Fairness, respect for human worth. (b) (6)	-Displays personal bias or engages in harassment. -Tolerates bias, unfairness or harassment in subordinates. -Lacks respect for EO objectives. -Interferes with order and discipline by disregarding rights of others.	-	-Always treats others with fairness and respect. -Does not condone bias or harassment in or outside of workplace. -Supports Navy EO objectives. -Contributes to unit cohesiveness and morale.	-	-Admired for fairness and human respect. -Ensures a climate of fairness and respect for human worth. -Pro-active EO leader, achieves concrete EO objectives. -Leader and model contributor to unit cohesiveness and morale.
36. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOE (b) (6)	-Consistently unsat appearance. -Unsatisfactory demeanor/conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	-Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program, within all standards. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	-Exemplary personal appearance. -Exemplary representative of Navy. -Excellent or outstanding PRT. A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work. NO (b) (6)	-Needs prodding to attain qualification or finish job. -Prioritizes poorly. -Avoids responsibility.	-	-Productive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility.	-	-Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes with exceptional skill and foresight. -Seeks extra responsibility and takes on the hardest jobs.

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate SN		3. Desig		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0* Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well	-	-Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction	-	-Team builder, inspires cooperation and progress. -Focuses goals and techniques for teams. -The best at accepting and offering		
(b) (6)							
39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals.	-Fails to motivate, train or develop subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission. -Lacks ability to cope with or tolerate stress. -Inadequate communicator -Tolerates hazards or unsafe practices -Does not attend to welfare of	-	-Effectively motivates, trains and develops subordinates. -Organizes successfully, solves problems as they occur. -Sets/achieves useful, realistic goals which support command mission. -Performs and leads effectively in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment. -Routinely considers subordinates'	-	-Inspiring motivator and trainer, consistently builds winners. -Superb organizer, great foresight, gets ahead of problems. -Leadership achievements significantly furthers command mission. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, has top safety record. -Constantly improves the personal		
(b) (6)							
40. Individual Trait Avg. total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two). Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.			
(b) (6)		(b) (6)		(b) (6) Date: 12 July 2009			
43. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
(b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. QUALIFIED: Well Deck Traffic Controlman, Ramp Marshal, Slew Arm Davit Operator. AWARDED: Sea Service Ribbon, Humanitarian service Medal, Armed Forces Expeditionary Medal.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	(b) (6)
(b) (6)							48. Reporting Senior Address USS BONHOMME RICHARD (LHD 6) FPO AP 96617-1656
49. Signature of Senior Rater (Typed Name & Grade/Rate). I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0.				50. Signature of Reporting Senior			
(b) (6) Date:				(b) (6) Date: 12 July 2009			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."				52. Type name, grade, command, UTC, and signature of regular Reporting Senior on Concurrent Report			
(b) (6) (b) (6) Date: 12 July 2009				(b) (6)			

NAVPERS 16102 (1-99)

 DEFENSE EXHIBIT **B**
 FOR IDENTIFICATION
 OFFERED: PAGE
 ADMITTED: PAGE
4 of 50

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFREY D			2. Rate BM3		3. Design (b) (6)		4. SSN (b) (6)		
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 22202		7. Ship/Station LHD6 BONHOMME RICH		8. Promotion Status REGULAR		9. Date Reported 98MAY12	
10. Periodic <input checked="" type="checkbox"/> 11. Detachment <input type="checkbox"/> 12. Promotion/Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>			14. From: 00JUL16			15. To: 01JUN15			
16. Not Observed Report <input type="checkbox"/>		17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) (b) (6)		23. Grade ENS		24. Design 1165		25. Title DIV OFF		26. UIC 22202	
27. SSN (b) (6)									
28. Command employment and command achievements. CART I&II, TSTA-A, Exercise KERNEL BLITZ, TSTA-B, FEP, SMA, C4I AVAIL, AST, IART, NTCSS2 INSTALL, operation Noble Eagle, COMPTUEX/SOCEX/FLTEX. CNO Safety, DOE & SECNAV Environmental, CPF Retention Superstar, Ogden Awards									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box) 3M SUPERVISOR Assigned to Deck Department, First Division -12. PRI: Responsible for the maintenance and DC PMS on all 1st Division equipment. COLL: Work Center Supervisor. Watches: POOW (Import), BMOW, After Steering Response Team(Underway). Sea & Anchor POIC, Team Leader repair 2F (condition 1).									
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.)			30. Date Counseled 15DEC00		31. Counselor (b) (6)		32. Signature of Individual Counseled (b) (6)		
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0* Greatly Exceeds Standards				
33. PROFESSIONAL KNOWLEDGE. Technical knowledge and practical application. NOB (b) (6)	-Marginal knowledge of rating, specialty or job. -Unable to apply knowledge to solve routine problems. -Fails to meet advancement/PQS requirements.		-Strong working knowledge of rating, specialty and job. -Reliably applies knowledge to accomplish tasks. -Meets advancement/PQS requirements on time.		-Recognized expert, sought out by all for technical knowledge. -Uses knowledge to solve complex technical problems. -Meets advancement/PQS requirements early/with distinction.				
34. QUALITY OF WORK. Standard of work; value of end product. NOB (b) (6)	-Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources		-Needs little supervision. -Produces quality work. Few errors and resulting rework. -Uses resources efficiently.		-Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources.				
35. EQUAL OPPORTUNITY. Fairness, respect for human worth. NOB (b) (6)	-Displays personal bias or engages in harassment. -Tolerates bias, unfairness or harassment in subordinates. -Lacks respect for EO objectives. -Interferes with order and discipline by disregarding rights of others		-Always treats others with fairness and respect. -Does not condone bias or harassment in or outside of workplace. -Supports Navy EO objectives. -Contributes to unit cohesiveness and morale.		-Admired for fairness and human respect. -Ensures a climate of fairness and respect for human worth. -Pro-active EO leader, achieves concrete EO objectives. -Leader and model contributor to unit cohesiveness and morale.				
36. MILITARY BEARING/CHARACTER. Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB (b) (6)	-Consistently unsat appearance. -Unsatisfactory demeanor/conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program, within all standards. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Exemplary personal appearance. -Exemplary representative of Navy. -Excellent or outstanding PRT. A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.				
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE. Responsibility, quantity of work. NOB (b) (6)	-Needs prodding to attain qualification or finish job. -Prioritizes poorly. -Avoids responsibility.		-Productive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility.		-Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes with exceptional skill and foresight. -Seeks extra responsibility and takes on the hardest jobs.				

NAVPERS 16102 (7-95)

 DEFENSE EXHIBIT **P**
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____
5450

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFREY D		2. Rate BM3		3. Desig		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0* Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results NO (b) (6)	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.	-	- Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accents and offers team direction.	-	- Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering		
39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals. NOB (b) (6)	- Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of	-	- Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs and leads effectively in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates'	-	- Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements significantly furthers command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, has top safety record. - Constantly improves the personal		
40. Individual Trait Avg. total of trait scores divided by number of graded traits. (b) (6)	41. I recommend this individual for (maximum of two): Assignment to Rating, Special Programs, Shore Special Programs, Contributing Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) (b) (6)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. (b) (6) Date: 29 Dec 01				
43. COMMENTS ON PERFORMANCE. * All 5.0 and 1.0 marks must be specifically substantiated in comments. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. (b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. AWARDED (b) (6) QUALS: (b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	(b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address USS BONHOMME RICHARD (LHD 6) FPO AP 96617-1656
46. SUMMARY	(b) (6)						
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. Date: (b) (6)				50. Signature of Reporting Senior (b) (6) Date: 29 DEC 01			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. (b) (6) (b) (6) Date: 29 Dec 01				52. Type name, grade, command, UIC, and signature of regular Reporting Senior on Concurrent Report			

EVALUATION REPORT - COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFREY D				2. Rate BM3		3. Designator SW		4. SSN (b) (6)	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 22202		7. Ship/Station LHD6 BONHOMME RICH		8. Promotion Status REGULAR		9. Date Reported 98MAY12	
10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Promotion/Frothing <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. From: 01JUN16				15. To: 02JUN15			
16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. <input type="checkbox"/>		20. Physical Readiness (b) (6)				21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) (b) (6)		23. Grade LT		24. Desig 1110		25. Title DEPT HEAD		26. UIC 22202	
								27. SSN (b) (6)	

28. Command employment and command achievements.

C4I AVAIL, AST, IART, NTCSS2 INSTALL, C5RA, Operation NOBLE EAGLE, COMPTUEX/FLTEX, Deployed WESTPAC, Dec 2001 ISO Operation ENDURING FREEDOM / ANACONDA. Exercise EDGED MALLET. 2001 TYCOM Battle "E", 2001 CNO Safety Award, 2001 Ogden Award.

29. Primary/Collateral/Watchstanding duties (Enter primary duty abbreviation in box.)

DECK SUPERVISOR Assigned to 1st Division-12. PRI: Supervises 5 personnel and maintains the ship's ground tackle and appendages, small boats, boat davit, boat boom, 1 UNREP Station and various troop spaces-12. WATCH: (Underway) BMOW, UNREP Rig Capt, Well Deck POIC-12. (Inport) POOW-12. COLL: Seamanship Training Team-4.

For Mid-term Counseling Use (When completing EVAL, enter 30 and 31 from counseling record, sign 32.)

30. Date Counselor
15DEC01

31. Counselor
(b) (6)

32. Signature of Individual Counselor
(b) (6)

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards, 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0* Greatly Exceeds Standards
33. PROFESSIONAL KNOWLEDGE Technical knowledge and practical application.	-Marginal knowledge of rating, specialty or job. -Unable to apply knowledge to solve routine problems. -Fails to meet advancement/PQS requirements.	-	-Strong working knowledge of rating, specialty and job. -Reliably applies knowledge to accomplish tasks. -Meets advancement/PQS requirements on time	-	-Recognized expert, sought out by all for technical knowledge. -Uses knowledge to solve complex technical problems. -Meets advancement/PQS requirements early/with distinction.
NOB (b) (6)					
34. QUALITY OF WORK Standard of work; value of end product.	-Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources.	-	-Needs little supervision. -Produces quality work. Few errors and resulting rework. -Uses resources efficiently	-	-Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources.
NOB (b) (6)					
35. EQUAL OPPORTUNITY Fairness, respect for human worth.	-Displays personal bias or engages in harassment. -Tolerates bias, unfairness or harassment in subordinates. -Lacks respect for EO objectives. -Interferes with order and discipline by disregarding rights of others.	-	-Always treats others with fairness and respect. -Does not condone bias or harassment in or outside of workplace. -Supports Navy EO objectives -Contributes to unit cohesiveness and morale.	-	-Admired for fairness and human respect. -Ensures a climate of fairness and respect for human worth. -Pro-active EO leader, achieves concrete EO objectives. -Leader and model contributor to unit cohesiveness and morale.
NOB (b) (6)					
36. MILITARY BEARING/CHARACTER Appearance, conduct, physical fitness, adherence to Navy Core Values.	-Consistently unsat appearance. -Unsatisfactory demeanor/conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	-Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program, within all standards. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	-Exemplary personal appearance. -Exemplary representative of Navy. -Excellent or outstanding PRT. A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
NOB (b) (6)					
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE Responsibility, quantity of work.	-Needs prodding to attain qualification or finish job. -Prioritizes poorly. -Avoids responsibility.	-	-Productive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility.	-	-Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes with exceptional skill and foresight. -Seeks extra responsibility and takes on the hardest jobs.
NOB (b) (6)					

NAVPERS 16102 (7-95)

DEFENSE EXHIBIT **B**
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
1 of 50

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFREY D		2. Rate BM3		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0* Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results NOB (b) (6)	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.	-	-Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction.	-	-Team builder, inspires cooperation and progress. -Focuses goals and techniques for teams. -The best at accepting and offering		
39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals. NOB (b) (6)	-Fails to motivate, train or develop subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices. -Does not attend to welfare of subordinates.	-	-Effectively motivates, trains and develops subordinates. -Organizes successfully, solves problems as they occur. -Sets/achieves useful, realistic goals which support command mission. -Performs and leads effectively in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment. -Routinely considers subordinates' personal and professional welfare.	-	-Inspiring motivator and trainer, consistently builds winners. -Superb organizer, great foresight, gets ahead of problems. -Leadership achievements significantly furthers command mission. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, has top safety record. -Constantly improves the personal and professional lives of others.		
40. Individual Trait Avg. Total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment to Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have furnished written explanation of marks 1.0 and 3.0.			
(b) (6)		(b) (6)		Date: 11 JUN 02			
43. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. (b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. (b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	(b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address DECK DEPARTMENT USS BONHOMME RICHARD (LHD 6) FPO AP 96617-3556
46. SUMMARY	(b) (6)						
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 3.0. (b) (6)				50. Signature of Reporting Senior (b) (6)			
Date: 11 JUN 02				Date: 11 JUN 02			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." (b) (6)				52. Type name, grade, command, UIC, and signature of regular Reporting Senior on Concurrent Report (b) (6)			
Date: 12 JUN 02							

NAVPERS 16102 (7-95)

 DEFENSE EXHIBIT **P**
 FOR IDENTIFICATION
 OFFERED: PAGE
 ADMITTED: PAGE
 8 of 60

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFREY D				2. Rate BM3		3. Desig SW		4. SSN (b) (6)	
5. ACT <input checked="" type="checkbox"/>		TAR <input type="checkbox"/>		BNACT AT/ADSW/ <input type="checkbox"/> 265		6. UIC 22202		7. Ship/Station LHD6 BONHOMME RICH	
8. Promotion Status REGULAR		9. Date Reported 98MAY12							
10. Periodic <input type="checkbox"/>		11. Detachment <input checked="" type="checkbox"/>		12. Promotion/ Frocking <input type="checkbox"/>		13. Special <input type="checkbox"/>		14. From: 02JUN16 15. To: 02OCT05	
16. Not Observed Report <input type="checkbox"/>		17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA	
22. Reporting Senior (Last, FI MI) (b) (6)		23. Grade LCDR		24. Desig 1110		25. Title DEPT HEAD		26. UIC 22202	
27. SSN (b) (6)									
28. Command employment and command achievements. POM(02JUN18-02JUL17), Ammo Offload-1, Maintenance and Upkeep-2.									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) DECK SUPERVISOR Assigned to Deck Department, 1st Division-4. PRI: Responsible for 5 personnel and maintenance of the ship's ground tackle and appendages, small boats, boat davit, boat boom, 2 UNREP Stations and various troop spaces-4. COLL: After Steering Emergency Response Team, STT-4. WATCH: BMOW, Sea&Anchor POIC, POOW-1.									
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date COUNSELED NOT REQ		31. Counselor		32. Signature of Individual COUNSELED	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB (b) (6)	- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.	-	- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.	-	- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction				
34. QUALITY OF WORK: Standard of work; value of end product. NOB (b) (6)	- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources.	-	- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.	-	- Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources.				
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB (b) (6)	- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails	-	- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters	-	- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit				
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB (b) (6)	- Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.				
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB (b) (6)	- Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility.	-	- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility.	-	- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs.				

NAVPERS 1610/26 (Rev. 02)

 DEFENSE EXHIBIT **B**
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____
9/4/10

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFREY D		2. Rate BM3		3. Desig SW		4. SSN (b) (6)									
PERFORMANCE TRAITS		1.0° Below Standards		2.0 Progressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards					
38. TEAMWORK: Contributions to team building and team results		- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.				- Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction.				- Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team					
(b) (6)															
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices				- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations - Clear, timely communicator. - Ensures safety of personnel and equipment.				- Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record.					
NO (b) (6)															
40. (Individual) Trait Avg. total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Communications Programs, Special Warfare Programs, Rating Instructor Duty, Other (Be specific)		(b) (6)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 3.0.				Date: 26 SEP 02					
(b) (6)		(b) (6)													
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.															
(b) (6)															
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.															
(b) (6)															
Promotion Recommendation		NOB		Significant Problems		Progressing		Promotable		Must Promote		Early Promote		47. Retention: Not Recommended (b) (6) Recommended (b) (6)	
45. INDIVIDUAL		(b) (6)												48. Reporting Senior Address COMMANDING OFFICER USS BONHOMME RIHCARD (LHD 6) FPO AF 96617-1656	
46. SUMMARY															
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 3.0.															
(b) (6)															
Date: 27 SEP 02															
50. Signature (b) (6)															
Summary Group Average: 5.86															
Date: 26 SEP 02															
51. Signature of Individual Evaluated: "I have seen this report, been apprised of my performance, and understand my right to submit a statement."															
(b) (6)															
(b) (6)															
Date: 27 SEP 02															
52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report															
(b) (6)															
DEFENSE EXHIBIT B FOR IDENTIFICATION OFFERED: PAGE ADMITTED: PAGE 10 of 50															

EVALUATION REPORT COUNSELING RECORD (E1-EO)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFREY D		2. Rate BM3	3. Design Sv	4. SSN (b) (6)	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ 265	6. UIC 60201	7. Ship/Station NAVSTA MAYPORT FL		8. Promotion Status REGULAR	
9. Date Reported 15NOV02					
10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. From: 02NOV16		15. To: 03JUN15	
16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA	
22. Reporting Senior (Last, FI MI) (b) (6)		23. Grade CDR	24. Desig 6110	25. Title DEPT HEAD	
26. UIC 60201		27. SSN (b) (6)			
28. Command employment and command achievements. Provides logistical support and shore support for 21 homeported ships to include an aircraft carrier, 5 LAMPS Mark III squadrons, 70 tenant commands, and 13,000 sailors for the operating forces of the U.S. Navy					
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) HAZMAT Pri: Assigned to Harbor Operations, Service Craft Division as a Facility Response Team Member. WATCH: Sounding and Security-7, Facility Response Team-7					
For M4-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled 02DEC15	31. Counselor (b) (6)	32. Signature of Individual Counseled (b) (6)	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.					
PERFORMANCE TRAITS	1.0° Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB (b) (6)	<ul style="list-style-type: none"> - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. 		<ul style="list-style-type: none"> - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. 		<ul style="list-style-type: none"> - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction
34. QUALITY OF WORK: Standard of work; value of end product NOB (b) (6)	<ul style="list-style-type: none"> - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. 		<ul style="list-style-type: none"> - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. 		<ul style="list-style-type: none"> - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources.
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB (b) (6)	<ul style="list-style-type: none"> - Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails 		<ul style="list-style-type: none"> - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters 		<ul style="list-style-type: none"> - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB (b) (6)	<ul style="list-style-type: none"> - Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> - Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB (b) (6)	<ul style="list-style-type: none"> - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. 		<ul style="list-style-type: none"> - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. 		<ul style="list-style-type: none"> - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs.

NAVPERS 161626 (10-02)

FOR IDENTIFICATION

OFFERED: PAGE _____

ADMITTED: PAGE _____

11 610

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFREY D		2. Rate BM3		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Progressing		3.0 Meets Standards	
		4.0 Above Standards		5.0 Greatly Exceeds Standards			
38. TEAMWORK: Contributions to team building and team results NOB (b) (6)		<ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. 		<ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. 		<ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team 	
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB (b) (6)		<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. 	
40. Individual Trait Avg. Total of trait scores divided by number of graded traits. (b) (6)		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other (Be specific) (b) (6)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded/written explanation of marks 1.0 and 3.0. (b) (6) Date: 16 JUN 03 COLLINS, J F, EMC (SW)			
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. (b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. (b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address HARBOR OPERATIONS PO BOX 280111 MAYPORT, FL 32228-0112
46. SUMMARY							
49. Signature of Senior Rater (Typed Name in Grade/Rate), 9 days previous day evaluation on this member against these performance standards and have provided written explanation to support the marks of 1.0 and 3.0 (b) (6) Date: 2 JUN 03				50. Signature of Reporting Senior (b) (6) Summary Group Average: 13 JUN 03			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement: (b) (6) (b) (6) Date: 16 JUN 03				52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report			

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM2		3. Desig SW		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 60201		7. Ship/Station NAVSTA MAYPORT FL			8. Promotion Status REGULAR		9. Date Reported 15NOV02		
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Promotion/Frothing <input type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report 14. From: 03JUN16 15. To: 04MAR15							
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA					
22. Reporting Senior (Last, FI MI) (b) (6)		23. Grade CDR		24. Desig 6110		25. Title DEPT HEAD		26. UIC 60201		27. SSN (b) (6)	
28. Command employment and command achievements. Provides logistical and shore support for 21 homeported ships to include an aircraft carrier, 5 LAMP Mark III squadrons, 70 tenant commands, and 13,000 Sailors of the operating forces of the U.S.Navy.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) HAZMAT WCS PRI: Assigned to Harbor Ops Department, Hazmat division-9. Responsible for all hazardous material, hazardous waste and oil spill equipment within the department-9. WATCH: Sound and Security-9.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled 03SEP15		31. Counseled (b) (6)		32. Signature of Individual Counseled (b) (6)			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Pro- gressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application		<ul style="list-style-type: none"> - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. 		<ul style="list-style-type: none"> - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. 		<ul style="list-style-type: none"> - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction 					
(b) (6)											
34. QUALITY OF WORK: Standard of work; value of end product.		<ul style="list-style-type: none"> - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. 		<ul style="list-style-type: none"> - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. 		<ul style="list-style-type: none"> - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. 					
NOB (b) (6)											
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, team work, comradery.		<ul style="list-style-type: none"> - Actions counter to Navy's retention/realism goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails 		<ul style="list-style-type: none"> - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. 		<ul style="list-style-type: none"> - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. 					
NOB (b) (6)											
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.		<ul style="list-style-type: none"> - Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> - Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. 					
NOB (b) (6)											
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.		<ul style="list-style-type: none"> - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. 		<ul style="list-style-type: none"> - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility 		<ul style="list-style-type: none"> - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. 					
NOB (b) (6)											

NAVPERS 1616/26 (01-02)

DEFENSE EXHIBIT **B**
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
13 of 50

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM2		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS		1.0 ^a Below Standards		2.0 Progressing		3.0 Meets Standards	
		4.0 Above Standards		5.0 Greatly Exceeds Standards			
38. TEAMWORK: Contributions to team building and team results		<ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. 		<ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. 		<ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction. 	
(b) (6)							
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and 	
(b) (6)							
40. Individual Trait Avg. total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Short Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above standards and have forwarded written explanation of marks 1.0 and 3.0.		Date: 22 MAR 04	
(b) (6)		(b) (6)		(b) (6)			
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
(b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS * Education, awards, continuing involvement, and during this period							
(b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address NAVAL STATION MAYPORT PO BOX 280111 MAYPORT, FL 32228-0112
46. SUMMARY							
49. Signature of Senior Rater (Typed Name & Grade/Rate) I have reviewed the evaluation of this member and have forwarded written explanation to support the marks of 1.0 and 3.0.				50. Signature of Reporting Senior			
(b) (6) (SW) Date: 17 MAR 04				(b) (6) Date: 16 MAR 04			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my rights, and understand my right to submit a statement."				52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Command Report			
(b) (6) Date: 16 MAR 04				DEFENSE EXHIBIT B FOR IDENTIFICATION OFFERED: PAGE ADMITTED: PAGE 14 of 50			

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM2		3. Desig SW		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 60201		7. Ship/Station NAVSTA MAYPORT FL			8. Promotion Status REGULAR		9. Date Reported 02NOV15		
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Promotion/Frothing <input type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report 14. From: 04MAR16 15. To: 05MAR15							
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>				20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) (b) (6)			23. Grade LCDR		24. Desig 6110		25. Title DEPT HEAD		26. UIC 60201		
								27. SSN (b) (6)			
28. Command employment and command achievements. Provide logistical and shore support for 21 homeported ships to include an aircraft carrier, 5 LAMPS Mark III squadrons, 70 tenant commands and 13,000 Sailors of the operating forces of the U.S. Navy.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) HAZMAT WCS PRI: Work Center Supervisor for Hazmat Division. Responsible for all hazardous material, hazardous waste and oil spill equipment within the department-12. WATCH: Section Leader-12.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled 04SEP15		31. Counselor (b) (6)		32. Signature of Individual Counseled			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards						
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB (b) (6)	<ul style="list-style-type: none"> - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. 		<ul style="list-style-type: none"> - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. 		<ul style="list-style-type: none"> - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early with distinction. 						
34. QUALITY OF WORK: Standard of work, value of end product. NOB (b) (6)	<ul style="list-style-type: none"> - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. 		<ul style="list-style-type: none"> - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. 		<ul style="list-style-type: none"> - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. 						
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB (b) (6)	<ul style="list-style-type: none"> - Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/ Organizational climate. - Demonstrates exclusionary behavior. Fails. 		<ul style="list-style-type: none"> - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters 		<ul style="list-style-type: none"> - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops uni 						
36. MILITARY BEARING/ CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values. NOB (b) (6)	<ul style="list-style-type: none"> - Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> - Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. 						
37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work. NOB (b) (6)	<ul style="list-style-type: none"> - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. 		<ul style="list-style-type: none"> - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. 		<ul style="list-style-type: none"> - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. 						

NAVJERS 161626 (03-02)

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE
15 of 50

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM2		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at motivating and leading.		
NOB	(b) (6)						
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices.		- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment.		- Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious.		
NOB	(b) (6)						
40. Individual Trait Avg. total of trait scores divided by number of graded traits.		41. Recommendations and evaluations for (mission of two): Assignment in Rating, Sea Special Program, Shore Special Program, Counseling Program, Special Warfare Program, Rating Instructor Duty, Other. (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.			
(b) (6)		(b) (6)		(b) (6)			
Date: 24 MAR 05							
43. COMMENTS ON PERFORMANCE * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
(b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc. during this period.							
(b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: (b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address HARBOR OPERATIONS PO BOX 280111 MAYPORT, FL 32228-0111
46. SUMMARY							
49. Signature of Senior Ratee (Typed Name & Grade/Rate): I have reviewed the evaluation of this member and agree with the evaluation and recommendation to support the marks of 1.0 and 5.0.				50. Signature of Reporting Senior			
(b) (6)				(b) (6)			
Date: 24 MAR 05				Date: 15 MAR 05			
Summary Group Average: (b) (6)							
51. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
this report, been apprised of my performance, and understand my right to submit a statement.							
(b) (6)							
Date: 24 MAR 05							

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE
16 HCSU

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM2		3. Desig SW		4. SSN (b) (6)	
5. ACT <input checked="" type="checkbox"/>		TAR <input type="checkbox"/>		INACT <input type="checkbox"/>		AT/ADSW/ 265		6. UIC 60201	
7. Ship/Station NAVSTA MAYPORT FL				8. Promotion Status REGULAR		9. Date Reported 02NOV15			
Occasion for Report 10. Periodic <input type="checkbox"/> 11. Detachment of Individual <input checked="" type="checkbox"/> 12. Promotion/Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report 14. From: 05MAR16 15. To: 05NOV19					
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA	
22. Reporting Senior (Last, FI MI) (b) (6)		23. Grade LCDR		24. Desig 6110		25. Title DEPT HEAD		26. UIC 60201	
								27. SSN (b) (6)	
28. Command employment and command achievements. Provide logistical and shore support for 19 homeported ships to include an aircraft carrier, 6 LAMPS Mark III squadrons, 70 tenant commands and 13,000 Sailors of the operating forces of the U.S. Navy.									
29. Primary/Colateral/Watchstanding duties. (Enter primary duty abbreviation in box.) REPAIR ALPO PRI: Assistant Leading Petty Officer, Repair Division-8. Responsible for the disposal of all hazardous material, hazardous waste and the upkeep of two vacuum trucks, one command trailer and one oil spill response trailer-8. WATCH: Duty Section Leader-8.									
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled 05SEP15		31. Counselor (b) (6)		32. Signature of Individual Evaluated (b) (6)	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB (b) (6)	<ul style="list-style-type: none"> Marginal knowledge of rating, specialty or job. Unable to apply knowledge to solve routine problems. Fails to meet advancement/PQS requirements. 		<ul style="list-style-type: none"> Strong working knowledge of rating, specialty and job. Reliably applies knowledge to accomplish tasks. Meets advancement/PQS requirements on time. 		<ul style="list-style-type: none"> Recognized expert, sought out by all for technical knowledge. Uses knowledge to solve complex technical problems. Meets advancement/PQS requirements early/with distinction. 				
34. QUALITY OF WORK: Standard of work; value of end product. NOB (b) (6)	<ul style="list-style-type: none"> Needs extensive supervision. Product frequently needs rework. Wasteful of resources. 		<ul style="list-style-type: none"> Needs little supervision. Produces quality work. Few errors and resulting rework. Uses resources efficiently. 		<ul style="list-style-type: none"> Needs no supervision. Always produces exceptional work. No rework required. Maximizes resources. 				
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community NOB (b) (6)	<ul style="list-style-type: none"> Actions counter to Navy's retention/recruitment goals. Uninvolved with mentoring or professional development of subordinates. Actions counter to good order and discipline and negatively affect Command/Organizational climate. Demonstrates exclusionary behavior. Fails to include all. 		<ul style="list-style-type: none"> Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. 		<ul style="list-style-type: none"> Measurably contributes to Navy's increased retention and reduced attrition objectives. Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. Initiates support programs for military, civilians, and families to achieve exceptional Command and Organizational climate. 				
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB (b) (6)	<ul style="list-style-type: none"> Unimpressive/unimpressive appearance. Poor self-control; conduct resulting in disciplinary action. Unable to meet one or more physical readiness standards. Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> Excellent personal appearance. Excellent conduct conscientiously complies with regulations. Complies with physical readiness program. Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> Exemplary personal appearance. Model of conduct, on and off duty. A leader in physical readiness. Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. 				
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB (b) (6)	<ul style="list-style-type: none"> Needs prompting to attain qualification or finish job. Prioritizes poorly. Avoids responsibility. 		<ul style="list-style-type: none"> Productive and motivated. Completes tasks and qualifications fully and on time. Plans/prioritizes effectively. Reliable, dependable, willingly accepts responsibility. 		<ul style="list-style-type: none"> Energetic self-starter. Completes tasks or qualifications early, far better than expected. Plans/prioritizes wisely and with exceptional foresight. Seeks extra responsibility and takes on the hardest jobs. 				

NAVPERS 1616-21 (04-00)

FOR IDENTIFICATION

OFFERED: PAGE

ADMITTED: PAGE

17150

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM2		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards		4.0 Above Standards	5.0 Greatly Exceeds Standards	
38. TEAMWORK: Contributions to team building and team results	<ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. 	<ul style="list-style-type: none"> - - - 	<ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. 		<ul style="list-style-type: none"> - - - 	<ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction. 	
NOB (b) (6)							
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 	<ul style="list-style-type: none"> - - - - - - 	<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - - - - - - 	<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and 	
NOB (b) (6)							
40. Individual Trait Avg. total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Program, Shore Special Program, Commissioning Program, Special Warfare Program, Rating Instructor Duty, Other. (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 3.0.			
(b) (6)		(b) (6)		(b) (6) Date: 26 OCT 05			
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
(b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.							
(b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address HARBOR OPERATIONS PO BOX 280111 MAYPORT FL 32228-0111
46. SUMMARY	(b) (6)						
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 3.0.				50. Signature of Reporting Senior			
(b) (6) Date: 26 OCT 05				(b) (6) Date: 26 OCT 05			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."				52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report			
(b) (6) Date: 26 OCT 05				DEFENSE EXHIBIT PORT IDENTIFICATION OFFERED: PAGE ADMITTED: PAGE 18 OCT 05			

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM2	3. Desig SW	4. SSN (b) (6)
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265	6. UIC 07196	7. Ship/Station LPD-13 NASHVILLE		8. Promotion Status REGULAR
9. Date Reported 05DEC12				
10. Occasion for Report Periodic <input checked="" type="checkbox"/> Detachment <input type="checkbox"/> Promotion <input type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. Period of Report From: 05NOV20 To: 06MAR15		
16. Not Observed Report <input type="checkbox"/> Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA
22. Reporting Senior (Last, FI MI) (b) (6)		23. Grade LCDR	24. Desig 1110	25. Title XO
		26. UIC 07196	(b) (6)	
28. Command employment and command achievements. Operational LPD assigned to CPR-4/CPG-2 conducting IDRC and FRP. CO's Time-1; Group Sail-1; ESG INTEX-1; Maintenance and upkeep-2.				
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) DECK SUP Deck Supervisor-5. Responsible for anchoring, well Deck operations, 22 divisional spaces, and supervising 36 personnel. WATCH: POOW-3.				
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled NOT REQ	31. Counselor	32. Signature of Individual Counseled

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0 Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application	<ul style="list-style-type: none"> Marginal knowledge of rating, specialty or job. Unable to apply knowledge to solve routine problems. Fails to meet advancement/PQS requirements. 		<ul style="list-style-type: none"> Strong working knowledge of rating, specialty and job. Reliably applies knowledge to accomplish tasks. Meets advancement/PQS requirements on time. 		<ul style="list-style-type: none"> Recognized expert, sought out by all for technical knowledge. Uses knowledge to solve complex technical problems. Meets advancement/PQS requirements early/with distinction.
NOB (b) (6)					
34. QUALITY OF WORK: Standard of work; value of end product	<ul style="list-style-type: none"> Needs excessive supervision. Product frequently needs rework. Wasteful of resources. 		<ul style="list-style-type: none"> Needs little supervision. Produces quality work. Few errors and resulting rework. Uses resources efficiently. 		<ul style="list-style-type: none"> Needs no supervision. Always produces exceptional work. No rework required. Maximizes resources.
NOB (b) (6)					
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	<ul style="list-style-type: none"> Actions counter to Navy's retention/recruitment goals. Uninvolved with mentoring or professional development of subordinates. Actions counter to good order and discipline and negatively affect Command/Organizational climate. 		<ul style="list-style-type: none"> Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. 		<ul style="list-style-type: none"> Measurably contributes to Navy's increased retention and reduced attrition objectives. Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.
NOB (b) (6)					
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	<ul style="list-style-type: none"> Consistently unsatisfactory appearance. Poor self-control; conduct resulting in disciplinary action. Unable to meet one or more physical readiness standards. Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> Excellent personal appearance. Excellent conduct conscientiously complies with regulations. Complies with physical readiness program. Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> Exemplary personal appearance. Model of conduct, on and off duty. A leader in physical readiness. Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
NOB (b) (6)					
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.	<ul style="list-style-type: none"> Needs prodding to attain qualification or finish job. Prioritizes poorly. Avoids responsibility. 		<ul style="list-style-type: none"> Productive and motivated. Completes tasks and qualifications fully and on time. Plans/prioritizes effectively. Reliable, dependable, willingly accepts responsibility. 		<ul style="list-style-type: none"> Energetic self-starter. Completes tasks or qualifications early, far better than expected. Plans/prioritizes wisely and with exceptional foresight. Seeks extra responsibility and takes on the hardest jobs.
NOB (b) (6)					

NAVPERS 1610/20 (02-02)

FOR IDENTIFICATION

OFFERED: PAGE

ADMITTED: PAGE

19450

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM2		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK Contributions to team building and team results	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.	-	- Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams - The best at accepting and offering team		
NOB (b) (6)							
39. LEADERSHIP Organizing, motivating and developing others to accomplish goals.	- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator - Tolerates hazards or unsafe practices	-	- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations - Clear, timely communicator - Ensures safety of personnel and equipment	-	- Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision - Perseveres through the toughest challenges and inspires others - Exceptional communicator - Makes subordinates safety-conscious, maintains top safety record		
NOB (b) (6)							
40. Individual Trait Avg. total of trait scores divided by number of graded traits	41. I recommend this individual for (maximum of two): Assignments in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have provided written explanation of marks 1.0 and 5.0.				
(b) (6)	(b) (6)		(b) (6) 3/29/06 Date:				
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
(b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address EXECUTIVE OFFICER USS NASHVILLE LPD-13 FPO AE 09579-1715
46. SUMMARY	(b) (6)						
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0.				50. Signature of Reporting Senior			
(b) (6) Date: 3/29/06				(b) (6) Date: 3/29/06			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."				52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Condensed Report			
(b) (6) Date: 3/29/06				(b) (6)			

NAVPERS 161626 (03462)

DEFENSE EXHIBIT B
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

20175

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM2		3. Desig SW		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ 265 <input type="checkbox"/>		6. UIC 07196		7. Ship/Station LPD-13 NASHVILLE			8. Promotion Status REGULAR		9. Date Reported 05DEC12		
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Promotion/Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>			Period of Report 14. From: 06MAR16 15. To: 07MAR15			16. Not Observed Report <input type="checkbox"/>			17. Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>		
20. Physical Readiness (b) (6)			21. Billet Subcategory (if any) NA			22. Reporting Senior (Last, FI MI) (b) (6)			23. Grade LCDR		
24. Desig 1110			25. Title XO			26. UIC 07196			27. SSN (b) (6)		
28. Command employment and command achievements. Operational LPD attached to CPR-4/CPG-2 conducting IDRC and a scheduled deployment. TRUDEX-1; CERTEX-1; Deployment-6; POM-2; CO'S Time-1; PVST Fort Lauderdale, FL-1. Participated in evacuation of 2,706 personnel from Lebanon.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box) DECK SUP Deck 2nd Div. Sup.-12. ALPO-12. Responsible for the training, supervision and safety of over 40 deck seaman in the safe operation and maintenance of a B&A crane, two LCPL'S, RHIB Boat Davit, RHIB Boat, and eight replenishment at sea stations. COLL: Divisional Career Counselor-12. WATCH: BMOW (U/W)-12; POOW (I/P)-12.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign J2.)				30. Date Counseled 06SEP15		31. Counselor (b) (6)		32. Signature of Individual Counseled (b) (6)			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Pro- gressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application		- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements		- - -		- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.		- -		- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early with distinction	
NOB (b) (6)											
34. QUALITY OF WORK: Standard of work; value of end product.		- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources		- - -		- Needs little supervision - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.		- -		- Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources	
NOB (b) (6)											
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.		- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails		- - -		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters		- -		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. The best unit	
NOB (b) (6)											
36. MILITARY BEARING/CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values.		- Consistently unsatisfactory appearance. - Poor self-control, conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT		- - -		- Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT		- -		- Exemplary personal appearance. - Model of conduct, on and off duty - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.	
NOB (b) (6)											
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.		- Needs prodding to attain qualification or finish job - Prioritizes poorly - Avoids responsibility		- - -		- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively - Reliable, dependable, willingly accepts responsibility		- -		- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs.	
NOB (b) (6)											

NAVPERS 161626 (01-02)

FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

21 of 50

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM2		3. Desig SW		4. SSN (b) (6)									
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Progressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards					
38. TEAMWORK: Contributions to team building and team results (b) (6)		- Creates conflict, unwilling to work with others, puts self above team - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets commitments to team - Understands goals, employs good teamwork techniques. - Accepts and offers team direction.				- Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction.							
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. (b) (6)		- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices.		- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment.				- Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record.							
40. Individual Trait Avg. Total of trait scores divided by number of graded traits. (b) (6)		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other (Be specific): (b) (6)				42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 3.0. (b) (6) SW/AW/SCW) 29 MAR 07 Date: 29 MAR 07 SW/AW/SCW)									
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. (b) (6)															
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.															
Promotion Recommendation		NOB		Significant Problems		Progressing		Promotable		Must Promote		Early Promote		47. Retention Not Recommended (b) (6)	
45. INDIVIDUAL		(b) (6)										48. Reporting Senior Address EXECUTIVE OFFICER USS NASHVILLE (LPD 13) FPO AE 09579-1715			
46. SUMMARY		(b) (6)													
49. Signature of Senior Rater (Typed Name & Grade/Rate). I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 3.0. (b) (6) USN Date: 3/27/07												50. Signature of Reporting Senior (b) (6) Date: 3/29/07			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement (b) (6) (b) (6) Date: 3/29/07												52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report. (b) (6)			

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM2		3. Desig SW		4. SSN (b) (6)				
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <input type="checkbox"/> 265		6. UIC 07196		7. Ship/Station LPD-13 NASHVILLE			8. Promotion Status FROCKED		9. Date Reported 12DEC05			
10. Occasion for Report Periodic <input type="checkbox"/> Detachment <input type="checkbox"/> Promotion/ 11. of Individual <input type="checkbox"/> 12. Frocking <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>		Period of Report 14. From: 07MAR16 15. To: 07NOV19			16. Not Observed Report <input type="checkbox"/> Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>			19. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA		
22. Reporting Senior (Last, FI MI) (b) (6)			23. Grade LCDR		24. Desig 1110		25. Title XO		26. UIC 07196		27. SSN (b) (6)	
28. Command employment and command achievements. Operational LPD attached to CPR-4/CPR-6. CNO Availability-2; PVST Charlestown, MA/Sea Trials-1; ULTRA-C/AMW Cert/INSURV-1; Group Sail-1; ESGINT-1; Weapons On load/PVST Charleston, SC-1; 3M Inspection/COMTUEX-1; Holiday LV/UPK-1.												
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box) ALPO Second Division ALPO-12. Responsible for underway replenishment, crane operations, 3 small boats, 22 divisional spaces, and supervising 45 personnel. COLL: DCTT WATCH: OOD (I/P)-12, DMAA-12												
For Mid-term Counseling Use (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32)				30. Date Counseled 07SEP15		31. Counselor (b) (6)		32. Signature of Individual Counseled				
PERFORMANCE TRAITS 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.												
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Progressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards		
33. PROFESSIONAL KNOWLEDGE Technical knowledge and practical application		- Marginal knowledge of rating, specialty or job - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements		- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.		- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction		NOB (b) (6)				
34. QUALITY OF WORK Standard of work; value of end product.		- Needs excessive supervision. - Product frequently needs rework - Wasteful of resources.		- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.		- Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources.		NOB (b) (6)				
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY Contributing to growth and development, human worth, community		- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitments. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit		NOB (b) (6)				
36. MILITARY BEARING/CHARACTER Appearance, conduct, physical fitness, adherence to Navy Core Values		- Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.		NOB (b) (6)				
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE Responsibility, quantity of work		- Needs prodding to attain qualification or finish job. - Prioritizes poorly - Avoids responsibility		- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility.		- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs.		NOB (b) (6)				

NAVPER 1610/26 (01-07) FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE

FOR IDENTIFICATION

OFFERED: PAGE

ADMITTED: PAGE

23 of 53

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1 Name (Last, First MI Suffix) BUTLER, JEFFERY D		2 Rate BM2		3 Desig SW		4 SSN (b) (6)	
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results	<ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well 		<ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction 		<ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for team - The best at accepting and offering team direction. 		
NOB	(b) (6)						
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator - Tolerates hazards or unsafe practices 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission - Performs well in stressful situations - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. 		
NOB	(b) (6)						
40 Individual Trait Avg. total of trait scores divided by number of graded traits.		41 I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other (Be specific)			42 Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0.		
(b) (6)		(b) (6)			(b) (6)		
43 COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only Use upper and lower case.							
(b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address COMMANDING OFFICER USS NASHVILLE (LPD 13) FPO AE 89579-1715
46. SUMMARY	(b) (6)						
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against above performance standards and have provided written explanation to support the marks of 1.0.					50. Signature of Reporting Senior (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against above performance standards and have provided written explanation to support the marks of 1.0.		
(b) (6) LT USN Date: 19 Nov 07					(b) (6) Date:		
51. Signature of individual evaluated: "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement.					52. Type name, grade, command, and date of reporting senior on Concurrent Report		
(b) (6) Date: 6 APR 08					(b) (6)		

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM1		3. Desig SW		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ 265		6. UIC 07196		7. Ship/Station NASHVILLE (LPD 13)			8. Promotion Status REGULAR		9. Date Reported 05DEC12		
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Promotion/Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>			Period of Report 14. From: 07NOV16 15. To: 08NOV15			16. Not Observed Report <input type="checkbox"/> 17. Type of Report Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>			20. Physical Readiness (b) (6)		
22. Reporting Senior (Last, FI MI) (b) (6)			23. Grade CAPT		24. Desig 1310		25. Title CO		26. UIC 07196 (b) (6)		
28. Command employment and command achievements. Operational LPD attached to CPR6. 3M Inspection/COMPTUEX/Holiday LV/UPK-2; POM-1; Deployed/Operation PHOENIX EXPRESS/GILL NET/AMEMB Beirut Logistical Support Mission-5; POM-1; CMAV-2; ULTRA-S Preps/CO's Time-1.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box) 2ND DIV LPO PRI: 2ND DIV LPO-12. Responsible for underway replenishment hardware, crane operations, 3 small boats, 22 divisional spaces, and supervising 45 personnel. COLL: DCTT-12, STT-12, DMAA-12. WATCH: OOD(I/P)-12.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled 15MAY08		31. Counselor (b) (6)		32. Signature of Individual Counseled			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS		1.0 Below Standards		2.0 Progressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application		- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.		-		- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.		-		- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction.	
NOB (b) (6)											
34. QUALITY OF WORK: Standard of work; value of end product.		- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources.		-		- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.		-		- Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources.	
NOB (b) (6)											
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community		- Actions counter to Navy's retention/ reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/ Organizational climate.		-		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate.		-		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.	
NOB (b) (6)											
36. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.		- Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-		- Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		-		- Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.	
NOB (b) (6)											
37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work.		- Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility.		-		- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility.		-		- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on	
NOB (b) (6)											

NAVPERS 161626 (01-02)

EXHIBIT **B**
IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE
25/11/15

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM1	3. Desig SW	4. SSN (b) (6)			
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK. Contributions to team building and team results NOB (b) (6)	<ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team - Fails to understand team goals or teamwork techniques - Does not take direction well 		<ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team - Understands goals, employs good teamwork techniques - Accepts and offers team direction 		<ul style="list-style-type: none"> - Team builder, inspires cooperation and progress - Focuses goals and techniques for teams - The best at accepting and offering team 		
39. LEADERSHIP. Organizing, motivating and developing others to accomplish goals. NOB (b) (6)	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates - Fails to organize, creates problems for subordinates - Does not set or achieve goals relevant to command mission and vision - Lacks ability to cope with or tolerate stress - Inadequate communicator - Tolerates hazards or unsafe practices 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates - Organizes successfully, implementing process improvements and efficiencies - Sets/achieves useful, realistic goals that support command mission - Performs well in stressful situations - Clear, timely communicator - Ensures safety of personnel and equipment 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development - Superb organizer, great foresight, develops process improvements and efficiencies - Leadership achievements dramatically further command mission and vision - Perseveres through the toughest challenges and inspires others - Exceptional communicator - Makes subordinates safety-conscious, maintains top safety record 		
40. Individual Trait Avg. Total of trait scores divided by number of graded traits. (b) (6)		41. I recommend this individual for (maximum of two) Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Program, Special Warfare Programs, Rating Instructor Duty, Other (Be specific) (b) (6)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. (b) (6) Bmc Date: 15 NOV 08 (SW)			
43. COMMENTS ON PERFORMANCE. * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. (b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period (b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address COMMANDING OFFICER USS NASHVILLE (LPD 13) FPO AE 09579-1715
46. SUMMARY	(b) (6)						
49. Signature of Senior Rater (Typed Name & Grade/Rate). I have reviewed the evaluation of this member against the above performance standards and have provided written explanation to support the marks of 1.0 and 5.0. (b) (6) T, USN Date: 15 NOV 08			50. Signature of Reporting Senior (b) (6) Summary Group Average (b) (6) Date: 15 NOV 08				
51. Signature of Individual Evaluated "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement (b) (6) (b) (6) Date: 15 NOV 08			52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report DEFENSE EXHIBIT B FOR IDENTIFICATION OFFERED: PAGE ADMITTED: PAGE 26 of 28				

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM1		3. Desig SW		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 07196		7. Ship/Station NASHVILLE (LPD 13)			8. Promotion Status REGULAR		9. Date Reported 05DEC12		
10. Periodic <input type="checkbox"/>		11. Detachment of Individual <input checked="" type="checkbox"/>		12. Promotion/Frothing <input type="checkbox"/>		13. Special <input type="checkbox"/>		14. Period of Report From: 08NOV16 To: 09OCT01		15. To: 09OCT01	
16. Not Observed Report <input type="checkbox"/>		17. Type of Report Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) (b) (6)				23. Grade CDR		24. Desig 1110		25. Title OIC		26. UIC 07196	
										(b) (6)	

28. Command employment and command achievements.
Operational LPD attached to CPR6/CDS60. ULTRA-S-1; Deployed/Africa Partnership Station-6; DMAV-3. CNSL Retention Excellence Award for CY-08.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)

LPO Second Division LPO-10. Responsible for underway replenishment, crane operations, 4 small boats, 22 divisional spaces, and supervising 32 personnel. COLL: DEPT CCC-10; STT-10; DCTT-10. WATCH: OOD (I/P)-10, DMAA-10.

For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)

30. Date Counseled
09MAY15

31. Counselor
(b) (6)

32. Signature of Individual Counseled

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application	<ul style="list-style-type: none"> Marginal knowledge of rating, specialty or job. Unable to apply knowledge to solve routine problems. Fails to meet advancement/PQS requirements. 		<ul style="list-style-type: none"> Strong working knowledge of rating, specialty and job. Reliably applies knowledge to accomplish tasks. Meets advancement/PQS requirements on time. 		<ul style="list-style-type: none"> Recognized expert, sought out by all for technical knowledge. Uses knowledge to solve complex technical problems. Meets advancement/PQS requirements early/with distinction.
NOB (b) (6)					
34. QUALITY OF WORK: Standard of work; value of end product	<ul style="list-style-type: none"> Needs excessive supervision. Product frequently needs rework. Wasteful of resources. 		<ul style="list-style-type: none"> Needs little supervision. Produces quality work. Few errors and resulting rework. Uses resources efficiently. 		<ul style="list-style-type: none"> Needs no supervision. Always produces exceptional work. No rework required. Maximizes resources.
NOB (b) (6)					
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	<ul style="list-style-type: none"> Actions counter to Navy's retention/realignment goals. Uninvolved with mentoring or professional development of subordinates. Actions counter to good order and discipline and negatively affect Command/Organizational climate. 		<ul style="list-style-type: none"> Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. 		<ul style="list-style-type: none"> Measurably contributes to Navy's increased retention and reduced attrition objectives. Proactive leader/exemplary mentor involved in subordinates' personal development leading to professional growth/sustained commitment. Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.
NOB (b) (6)					
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	<ul style="list-style-type: none"> Consistently unsatisfactory appearance. Poor self-control; conduct resulting in disciplinary action. Unable to meet one or more physical readiness standards. Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> Excellent personal appearance. Excellent conduct conscientiously complies with regulations. Complies with physical readiness program. Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> Exemplary personal appearance. Model of conduct, on and off duty. A leader in physical readiness. Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
NOB (b) (6)					
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.	<ul style="list-style-type: none"> Needs prodding to attain qualification or finish job. Prioritizes poorly. Avoids responsibility. 		<ul style="list-style-type: none"> Productive and motivated. Completes tasks and qualifications fully and on time. Plans/prioritizes effectively. Reliable, dependable, willingly accepts responsibility. 		<ul style="list-style-type: none"> Energetic self-starter. Completes tasks or qualifications early, far better than expected. Plans/prioritizes wisely and with exceptional foresight. Seeks extra responsibility and takes on the hardest jobs.
NOB (b) (6)					

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM1		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results	<ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. 		<ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. 		<ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The heart of accepting and offering team. 		
NOB (b) (6)							
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. 		
NOB (b) (6)							
40. Individual Trait Avg. total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two) Assignments in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other (Be Specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have furnished written confirmation of marks 1.0 and 5.0.			
(b) (6)		(b) (6)		(b) (6) Bmc Date: 15 SEP 09 SW)			
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
(b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.							
(b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address COMMANDING OFFICER USS NASHVILLE (LPD 13) FPO AE 09573-1715 (b) (6)
46. SUMMARY							
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against the performance standards and have provided written explanation to support the marks of 1.0 and 5.0.				50. Signature of Reporting Senior			
(b) (6) Date: 15 SEP 09				(b) (6) Summary Group Average: 9/15/09			
I have seen this report, been apprised of my performance, and understand my right to submit a statement.				52. Type name, grade, command, UIC.			
(b) (6) Date: 15 SEP 09				Senior on Concurrent Report			
DEFENSE EXHIBIT FOR IDENTIFICATION OFFERED: PAGE ADMITTED: PAGE							

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM1		3. Desig SW		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/263 <input type="checkbox"/>		6. UIC 41455		7. Ship/Station RTC GREAT LAKES			8. Promotion Status REGULAR		9. Date Reported 09NOV06		
Occasion for Report 10. Periodic <input type="checkbox"/> 11. of Individual <input checked="" type="checkbox"/> 12. Promotion/Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>			Period of Report 14. From: 09OCT02 15. To: 10FEB18			16. Not Observed Report <input checked="" type="checkbox"/> 17. Type of Report <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>			20. Physical Readiness (b) (6) 21. Billet Subcategory (if any) NA		
22. Reporting Senior (Last, FI MI) (b) (6)			23. Grade LT		24. Desig 1200		25. Title DEPT HEAD		26. UIC 0763A 27. SSN (b) (6)		
28. Command employment and command achievements. Recruit Training - initial sailorization and training for 43,000 recruits annually. Responsible for the military training and 24-hour supervision of recruits. Earned the FY09 Navy Total Force Retention Excellence Award.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) STUDENT PRI: Recruit Division Commander "C" School-3. Underwent course of instruction in preparation for duties as a RDC. LV/TT/TEMUINS: 09OCT02-09NOV05.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled NOT REQ		31. Counselor (b) (6)		32. Signature of Individual Counseled (b) (6)			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Pro- gressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application		- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.		- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.		- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements easily with distinction		NOB (b) (6)			
34. QUALITY OF WORK: Standard of work; value of end product.		- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources.		- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.		- Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources.		NOB (b) (6)			
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.		- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Exits		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Encourages		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit		NOB (b) (6)			
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.		- Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.		NOB (b) (6)			
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.		- Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility.		- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility.		- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs.		NOB (b) (6)			

NAV PERS 161626 (R1-02)

SEE EXHIBIT **P**
IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE
29 APR 00

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM1		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards		4.0 Above Standards	5.0 Greatly Exceeds Standards	
38. TEAMWORK: Contributions to team building and team results NOB (b) (6)	<ul style="list-style-type: none">- Creates conflict, unwilling to work with others, puts self above team.- Fails to understand team goals or teamwork techniques.- Does not take direction well.		<ul style="list-style-type: none">- Reinforces others' efforts, meets commitments to team.- Understands goals, employs good teamwork techniques.- Accepts and offers team direction.			<ul style="list-style-type: none">- Team builder, inspires cooperation and progress.- Focuses goals and techniques for teams.- The best at accepting and offering team	
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB (b) (6)	<ul style="list-style-type: none">- Neglects growth/development or welfare of subordinates.- Fails to organize, creates problems for subordinates.- Does not set or achieve goals relevant to command mission and vision.- Lacks ability to cope with or tolerate stress.- Inadequate communicator.- Tolerates hazards or unsafe practices.		<ul style="list-style-type: none">- Effectively stimulates growth/development in subordinates.- Organizes successfully, implementing process improvements and efficiencies.- Sets/achieves useful, realistic goals that support command mission.- Performs well in stressful situations.- Clear, timely communicator.- Ensures safety of personnel and equipment.			<ul style="list-style-type: none">- Inspiring motivator and trainer, subordinates reach highest level of growth and development.- Superb organizer, great foresight, develops process improvements and efficiencies.- Leadership achievements dramatically further command mission and vision.- Perseveres through the toughest challenges and inspires others.- Exceptional communicator.- Makes subordinates safety-conscious, maintains top safety record.	
40. Individual Trait Avg. total of trait scores divided by number of graded traits. (b) (6)		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Program, Shore Special Program, Commissioning Program, Special Warfare Program, Rating Instructor Duty, Other. (Be specific) (b) (6)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 3.0. (b) (6) Date: 04 JUN 10 SW/AW			
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. (b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. Completed Command INDOC. Certified CPR.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address RECRUIT TRAINING COMMAND 3355 ILLINOIS STREET GREAT LAKES, IL 60086-3127
46. SUMMARY	(b) (6)						
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 3.0. NONE AVAILABLE Date: (b) (6)				50. Signature of Reporting Senior (b) (6) Summary Group Average: (b) (6) Date: 5 APR 10			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement (b) (6) (b) (6) Date: 04 JUN 10				52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report			

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM1		3. Desig SW		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 0763A		7. Ship/Station RTC GREAT LAKES			8. Promotion Status REGULAR		9. Date Reported 10FEB19		
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>			Period of Report 14. From: 10FEB19 15. To: 10NOV15								
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>			20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA				
22. Reporting Senior (Last, FI MI) (b) (6)			23. Grade CAPT		24. Desig 1320		25. Title CO		26. UIC 0763A		
									27. SSN (b) (6)		
28. Command employment and command achievements. Recruit Training - initial Sailorization and training for 43,000 recruits annually. Responsible for the military training and 24-hour supervision of recruits. Earned 2009 Navy Total Force Retention Excellence and NETC Education and Training Excellence Awards.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) RDC PRI: Recruit Division Commander-9. Responsible for the training and welfare of three divisions comprised of 88 recruits each. COLL: MWR Committee Member-9; Ship's (Barracks) Staff Coordinator-9. WATCH: Officer of the Deck (OOD)-9; Pass In Review-9. PFA: 10-1/10-2.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled 10MAY15		31. Counselor (b) (6)		32. Signature of Individual Counseled			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Pro- gressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application		- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.		-		- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.		-		- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction	
NOB (b) (6)											
34. QUALITY OF WORK: Standard of work; value of end product.		- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources.		-		- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.		-		- Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources.	
NOB (b) (6)											
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.		- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails		-		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters		-		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit	
NOB (b) (6)											
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.		- Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-		- Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		-		- Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.	
NOB (b) (6)											
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.		- Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility.		-		- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility.		-		- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight.	
NOB (b) (6)											

DEFENSE EXHIBIT **B**

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM1		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0° Below Standards	2.0 Pro- gressing	3.0 Meets Standards		4.0 Above Standards	5.0 Greatly Exceeds Standards	
38. TEAMWORK: Contributions to team building and team results NOB (b) (6)	<ul style="list-style-type: none">- Creates conflict, unwilling to work with others, puts self above team.- Fails to understand team goals or teamwork techniques.- Does not take direction well.		<ul style="list-style-type: none">- Reinforces others' efforts, meets commitments to team.- Understands goals, employs good teamwork techniques.- Accepts and offers team direction.			<ul style="list-style-type: none">- Team builder, inspires cooperation and progress.- Focuses goals and techniques for teams.- The best at accepting and offering team	
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB (b) (6)	<ul style="list-style-type: none">- Neglects growth/development or welfare of subordinates.- Fails to organize, creates problems for subordinates.- Does not set or achieve goals relevant to command mission and vision.- Lacks ability to cope with or tolerate stress.- Inadequate communicator.- Tolerates hazards or unsafe practices		<ul style="list-style-type: none">- Effectively stimulates growth/development in subordinates.- Organizes successfully, implementing process improvements and efficiencies.- Sets/achieves useful, realistic goals that support command mission.- Performs well in stressful situations- Clear, timely communicator.- Ensures safety of personnel and equipment.			<ul style="list-style-type: none">- Inspiring motivator and trainer, subordinates reach highest level of growth and development.- Superb organizer, great foresight, develops process improvements and efficiencies.- Leadership achievements dramatically further command mission and vision.- Perseveres through the toughest challenges and inspires others.- Exceptional communicator.- Makes subordinates safety-conscious, maintains top safety record.	
40. Individual Trait Avg. total of trait scores divided by number of graded traits. (b) (6)		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Counseling Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) (b) (6)			42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0. (b) (6) 29 Nov 2010 N/AW)		
43. COMMENTS ON PERFORMANCE: • All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. (b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. (b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL		(b) (6)					48. Reporting Senior Address RECRUIT TRAINING COMMAND 3355 ILLINOIS STREET GREAT LAKES, IL 60088-3127
46. SUMMARY							
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0. (b) (6) Date: 15 Nov 10				50. Signature of Reporting Senior (b) (6) Date: 15 Nov 10 Summary Group Average: (b) (6)			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement (b) (6) (b) (6) Date: 29 Nov 10				52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report DEFENSE EXHIBIT B FOR IDENTIFICATION OFFERED: PAGE ADMITTED: PAGE 32/30			

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM1		3. Desig SW		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 0763A		7. Ship/Station RTC GREAT LAKES			8. Promotion Status REGULAR		9. Date Reported 10FEB18		
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>			Period of Report 14. From: 10NOV16 15. To: 11NOV15								
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>			20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA				
22. Reporting Senior (Last, FI MI) (b) (6)			23. Grade CAPT		24. Desig 1320		25. Title CO		26. UIC 0763A		
									27. SSN (b) (6)		
28. Command employment and command achievements. Recruit Training - initial Sailorization and training for 40,000 recruits annually. Responsible for the military training and 24-hour supervision of recruits. Awarded 2010 Navy Total Force Retention Excellence Award.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) RDC PRI: Recruit Division Commander (RDC)-12. Responsible for the training and welfare of three divisions comprised of 88 recruits each. Training Support Command (TSC) Instructor-4. COLL: Ship's (Barracks) Training Team (STT)-5; PO Indoc-4. WATCH: OOD/Rover-8; Pass-in-Review-8. TEMDUINS: 10SEP13-11MAR08. PFA: 11-1/11-2.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled 11MAY15		31. Counselor (b) (6)		32. Effect of Mid-term Counseling (b) (6)			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS		1.0 Below Standards		2.0 Pro- gressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application		- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.		-		- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.		-		- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction.	
NOB (b) (6)											
34. QUALITY OF WORK: Standard of work; value of end product.		- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources.		-		- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.		-		- Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources.	
NOB (b) (6)											
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.		- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate.		-		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate.		-		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.	
NOB (b) (6)											
36. MILITARY BEARING CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.		- Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-		- Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		-		- Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.	
NOB (b) (6)											
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.		- Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility.		-		- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility.		-		- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on	
NOB (b) (6)											

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM1		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards		4.0 Above Standards	5.0 Greatly Exceeds Standards	
38. TEAMWORK: Contributions to team building and team results	<ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. 		<ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. 			<ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team 	
NOB (b) (6)							
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations - Clear, timely communicator. - Ensures safety of personnel and equipment. 			<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintaining top safety record. 	
NOB (b) (6)							
40. Individual Trait Avg. Total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Program, Special Warfare Programs, Rating Instructor Duty, Other (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written evaluation of grade 1.0.			
(b) (6)		(b) (6)		(b) (6) /11			
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
(b) (6)							
44. Qualifications/Performance/Comments - Education, awards, community involvement, etc., during this period.							
(b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL		(b) (6)					48. Reporting Senior Address RECRUIT TRAINING COMMAND 3355 ILLINOIS STREET GREAT LAKES, IL 60088-3127
46. SUMMARY		(b) (6)					
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation in support of the marks of 1.0.				50. Signature of Reporting Senior (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation in support of the marks of 1.0.			
(b) (6) Date: 15 DEC 11				(b) (6) Date: NOV 29 2011			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."				52. Type name, grade/command, UIC, and signature of Regular Reporting Senior on Concurrent Report			
(b) (6) Date: 12 DEC 11				(b) (6)			

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM1		3. Desig SW		4. SSN (b) (6)		
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <input type="checkbox"/> 265		6. UIC 0763A		7. Ship/Station NAVCRUITRACOM			8. Promotion Status REGULAR		9. Date Reported 10FEB18	
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Promotion/Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>			Period of Report 14. From: 11NOV16 15. To: 12NOV15			16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>			20. Physical Readiness (b) (6)	
22. Reporting Senior (Last, FI MI) (b) (6)			23. Grade CAPT		24. Desig 1320		25. Title CO		26. UIC 0763A	
									27. SSN (b) (6)	

28. Command employment and command achievements.

Recruit Training - initial training, Sailorization, and 24-hour supervision of 39,000 recruits annually. Earned 2011 Navy Total Force Retention Excellence Award and Alfred P. Sloan Award for Excellence in Workplace Effectiveness and Flexibility 2012.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)

RDC/INST Recruit Division Commander (RDC)-12. Battle Stations-21 (BST-21) Instructor-12. Responsible for motivating and evaluating recruits through 17 comprehensive scenarios encompassing 14 hours. COLL: Battle Stations-21 Training Team (BSTT)-9. WATCH: OOD/Rover-12. PFA: 12-1/12-2.

For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)

30. Date COUNSELED
12MAY15

31. Counselor
(b) (6)

32. Signature of Individual COUNSELED

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0 Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB (b) (6)	<ul style="list-style-type: none"> -Marginal knowledge of rating, specialty or job. -Unable to apply knowledge to solve routine problems. -Fails to meet advancement/PQS requirements. 		<ul style="list-style-type: none"> -Strong working knowledge of rating, specialty and job. -Reliably applies knowledge to accomplish tasks. -Meets advancement/PQS requirements on time. 		<ul style="list-style-type: none"> -Recognized expert, sought out by all for technical knowledge. -Uses knowledge to solve complex technical problems. -Meets advancement/PQS requirements early/with distinction.
34. QUALITY OF WORK: Standard of work; value of end product. NOB (b) (6)	<ul style="list-style-type: none"> -Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources. 		<ul style="list-style-type: none"> -Needs little supervision. -Produces quality work. Few errors and resulting rework. -Uses resources efficiently. 		<ul style="list-style-type: none"> -Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources.
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB (b) (6)	<ul style="list-style-type: none"> -Actions counter to Navy's retention/recruitment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails 		<ul style="list-style-type: none"> -Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters 		<ul style="list-style-type: none"> -Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit
36. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values NOB (b) (6)	<ul style="list-style-type: none"> -Consistently unsatisfactory appearance. -Poor self-control; conduct resulting in disciplinary action. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> -Excellent personal appearance. -Excellent conduct conscientiously complies with regulations. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. 		<ul style="list-style-type: none"> -Exemplary personal appearance. -Model of conduct, on and off duty. -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work. NOB (b) (6)	<ul style="list-style-type: none"> -Needs prodding to attain qualification or finish job. -Prioritizes poorly. -Avoids responsibility 		<ul style="list-style-type: none"> -Productive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility 		<ul style="list-style-type: none"> -Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes wisely and with exceptional foresight. -Seeks extra responsibility and takes on the toughest tasks

35 P50

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM1		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0° Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results.	<ul style="list-style-type: none"> -Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well. 		<ul style="list-style-type: none"> -Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction. 		<ul style="list-style-type: none"> -Team builder, inspires cooperation and progress. -Focuses goals and techniques for team. -The best at accepting and offering team 		
NOB (b) (6)							
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> -Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> -Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful, realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> -Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal 		
NOB (b) (6)							
40. Individual Trait Avg. total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 3.0.			
(b) (6)		(b) (6)		(b) (6) 18 DEC 12			

43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.

(b) (6)

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.

(b) (6)

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended
45. INDIVIDUAL		(b) (6)					(b) (6)
46. SUMMARY							48. Reporting Senior Address COMMANDING OFFICER RECRUIT TRAINING COMMAND 3355 ILLINOIS STREET GREAT LAKES, IL 60088-3127
49. Signature of Reporting Senior (Typed Name & Rate): I have reviewed the evaluation of this member and have forwarded written explanation to support the marks of 1.0 and 3.0.							50. Signature of Reporting Senior (Typed Name & Rate):
(b) (6) CDR (b) (6) Date: 12 DEC 11							(b) (6) Date: 12/11/2012
51. Signature of Individual Evaluated: "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement.							52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report
(b) (6) Date: 17 DEC 11							(b) (6)

NAVPER 10-1 PRIVACY ACT SENSITIVE

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

30 of 30

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM1	3. Desig SW	4. SSN (b) (6)
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <input type="checkbox"/> 265	6. UIC 0763A	7. Ship/Station NAVCRUITRACOM		8. Promotion Status REGULAR
9. Date Reported 10FEB18				
Occasion for Report 10. Periodic <input type="checkbox"/> 11. of Individual <input checked="" type="checkbox"/> 12. Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>		Period of Report 14. From: 12NOV16 15. To: 13FEB22		
16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (If any) NA
22. Reporting Senior (Last, FI MI) (b) (6)		23. Grade CAPT	24. Desig 1320	25. Title CO
		26. UIC 0763A	(b) (6)	
28. Command employment and command achievements. Recruit Training - initial training, Sailorization, and 24-hour supervision of 39,000 recruits annually. Earned 2011 Navy Total Force Retention Excellence Award and Alfred P. Sloan Award for Excellence in Workplace Effectiveness and Flexibility 2012.				
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box) RDC/INST Recruit Division Commander-3. Responsible for the training and welfare of recruits. Battle Stations-21 (BST-21) Inst-3. Responsible for motivating and evaluating recruits through 17 comprehensive scenarios encompassing 14 hours. COLL: Battle Stations-21 Training Team (BSTT) Member-3. WATCH: OOD/Rover-3.				
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)		30. Date Counseled NOT REQ	31. Counselor	
32. Signature of Individual Counseled				
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.				
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards
	5.0 Greatly Exceeds Standards			
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application	-Marginal knowledge of rating, specialty or job. -Unable to apply knowledge to solve routine problems. -Fails to meet advancement/PQS requirements.	-	-Strong working knowledge of rating, specialty and job. -Reliably applies knowledge to accomplish tasks. -Meets advancement/PQS requirements on time.	-
NOB (b) (6)				-Recognized expert, sought out by all for technical knowledge. -Uses knowledge to solve complex technical problems. -Meets advancement/PQS requirements early/with distinction.
34. QUALITY OF WORK: Standard of work; value of end product.	-Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources.	-	-Needs little supervision. -Produces quality work. Few errors and reworking required. -Uses resources efficiently.	-
NOB (b) (6)				-Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources.
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human work, community.	-Actions counter to Navy's retention/recruitment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails	-	-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters	-
NOB (b) (6)				-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit
36. MILITARY BEARING/ CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values.	-Consistently unsatisfactory appearance. -Poor self-control, conduct resulting in disciplinary action. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	-Excellent personal appearance. -Excellent conduct conscientiously complies with regulations. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-
NOB (b) (6)				-Exemplary personal appearance. -Model of conduct, on and off duty -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work.	-Needs prodding to attain qualification or finish job. -Prioritizes poorly. -Avoids responsibility	-	-Productive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility	-
NOB (b) (6)				-Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes wisely and with exceptional foresight. -Seeks extra responsibility and takes on the heaviest tasks

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM1		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards		4.0 Above Standards	5.0 Greatly Exceeds Standards	
38. TEAMWORK: Contributions to team building and team results.	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.	-	- Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction.		-	- Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at organizing and efficient.	
NOB	(b) (6)						
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices.	-	- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment.		-	- Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal	
NOB	(b) (6)						
40. Individual Trait Avg. total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Program, Shore Special Program, Commissioning Program, Special Warfare Program, Rating Instructor Duty, Other. (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 3.0.			
(b) (6)		(b) (6)		(b) (6) Date: 18 FEB 13 (SW)			
43. COMMENTS ON PERFORMANCE. * At 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Form must be 10 or 12 Pitch (10 or 12 points) only. Use upper and lower case.							
(b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.							
Awarded Navy Recruit Training Service Ribbon.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention; Not Recommended
45. INDIVIDUAL	(b) (6)						(b) (6)
46. SUMMARY							48. Reporting Senior Address COMMANDING OFFICER RECRUIT TRAINING COMMAND 3355 ILLINOIS STREET GREAT LAKES, IL 60088-3127
(b) (6)		Reviewed the evaluation of this member and intend to support the marks of 1.0 and 3.0.		(b) (6)		Date: 2/9/2013	
(b) (6)		Date: 2/9/2013		Summary/Group Average: (b) (6)		Date: 2/6/2013	
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."				52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report			
(b) (6) Date: 2/21/2013				(b) (6) Date: 3			

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D			2. Rate BM1		3. Desig SW		4. SSN (b) (6)		
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW <input type="checkbox"/> 265		6. UIC 21639		7. Ship/Station LSO-42 GERMANTOWN		8. Promotion Status REGULAR		9. Date Reported 13MAR10	
10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Promotion/Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>			14. From: 13FEB23			15. To: 13NOV15			
16. Not Observed Report <input type="checkbox"/>		17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) (b) (6)		23. Grade CDR		24. Desig 1110		25. Title CO		26. UIC 21639	
27. SSN (b) (6)									
28. Command employment and command achievements. FORWARD DEPLOYED TO SASEBO, JAPAN AS A WARSHIP FOR SEVENTH FLEET. DEPLOYED AWAY FROM HOMEPORT 166 DAYS INCLUDING 146 UNDERWAY. COBRA GOLD 13, SSANG YONG 2013, TALISMAN SABRE 13, GREAT BARRIER REEF BOMB RECOVERY MISSION, TEMPEST WIND 13.									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) DEPT. LPO PRI: LPO-6. Responsible for three 1st Class POs, six 2nd Class POs, eight Third Class POs, and 54 Deck seaman in the preservation and maintenance of 68 spaces and all deck evolutions. WATCH: (U/W) Deck Safety Officer-8; UNREP Safety Officer-8; Crane Safety Officer-8; (INPT)OOD-8. PFA: 13-1. LV/TT/TEMADD: 13FEB23-13MAR09.									
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)			30. Date Counseled 13MAY15		31. Counselor (b) (6)		32. Signature of Individual Counseled		
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB (b) (6)	- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.	-	- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.	-	- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction.				
34. QUALITY OF WORK: Standard of work; value of end product. NOB (b) (6)	- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources.	-	- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.	-	- Needs no supervision - Always produces exceptional work. No rework required. - Maximizes resources.				
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community NOB (b) (6)	- Actions counter to Navy's retention/reassignment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate.	-	- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate.	-	- Positively contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.				
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB (b) (6)	- Consistently unsatisfactory appearance - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT	-	- Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT	-	- Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.				
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB (b) (6)	- Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility	-	- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility.	-	- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs.				

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM1		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK. Contributions to team building and team results	<ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. 		<ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. 		<ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team 		
NOB (b) (6)							
39. LEADERSHIP. Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. 		
NOB (b) (6)							
40. Individual Trait Avg. total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0.			
(b) (6)		(b) (6)		(b) (6) BMCM (SW) Date: 11/25/13			
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
(b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.							
(b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL	(b) (6)						48. Reporting Senior Address COMMANDING OFFICER USS GERMANTON (LSD 42) FPO AP 96666-1730
46. SUMMARY							
(b) (6)		I have reviewed the evaluation of this member and have forwarded written explanation to support the marks of 1.0.		50. Signature of Reporting Senior		Date: 11/21/13	
(b) (6)		Date: 21 NOV 13		Summary Group Average: (b) (6)		Date: (b) (6)	
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand I intend to submit a statement."				52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report			
(b) (6) Date: 13 NOV 25							

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM1		3. Design SW		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265		6. UIC 21639		7. Ship/Station LSO-42 GERMANTOWN			8. Promotion Status REGULAR		9. Date Reported 13MAR10		
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> Detachment <input type="checkbox"/> Promotion/Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report 14. From: 13NOV16 15. To: 14NOV15							
16. Not Observed Report <input type="checkbox"/>		17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) (b) (6)			23. Grade CDR		24. Design 1110		25. Title CO		26. UIC 21639 (b) (6)		
28. Command employment and command achievements. FORWARD DEPLOYED TO SASEBO, JAPAN AS A WARSHIP OF C7F. BATTLE "E", GREEN "H", RETENTION AWARDS. MOB-S/E/D/N, FSOM, 3MCA, VBSS. TSRA 1/2, SAR 1.0/1.1/1.2, PIG I/II, 4A2/4A3/4A4 CMAV, SAFETY SURVEY, INSURV, AIT/CEREX, PHIBLEX, TEMPEST WIND, BLUE CHROMITE & KEEN SWORD.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) DEPT LPO PRI: Department Leading Petty Officer-12. Responsible for leading 66 Sailors in the preservation and maintenance of 120 Divisional spaces and related gear. COLL: ACFL-12; SAPR VA-12; STT-12; W/B Coord-12. WATCH: Deck Safety Off-12; UNREP-12; W/D Control-12; F/D Safety-12; OOD (I/P)-12; DMAA-12. PFA: 13-2/14-1.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled 14MAY15		31. Counselor (b) (6)		32. Signature of Individual Counseled			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS		1.0 Below Standards		2.0 Pro- gressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application		- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.				- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.				- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction.	
NOB (b) (6)											
34. QUALITY OF WORK: Standard of work, value of end product		- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources.				- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.				- Needs no supervision - Always produces exceptional work. No rework required. - Maximizes resources.	
NOB (b) (6)											
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community		- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails				- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequate; encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters				- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. The model of achievement. Develops unit	
NOB											
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.		- Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT				- Excellent personal appearance. - Excellent conduct; conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.				- Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.	
NOB (b) (6)											
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.		- Needs prodding to obtain qualification or finish job. - Prioritizes poorly. - Avoids responsibility.				- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility.				- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs.	
NOB (b) (6)											

NAVPER 1616/25

OFFERED: PAGE
ADMITTED: PAGE

41 of 50

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM1		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK Contributions to team building and team results	<ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. 		<ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. 		<ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team 		
NOB (b) (6)							
39. LEADERSHIP Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superior organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. 		
NOB (b) (6)							
40. Individual Trait Avg Total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment to Rating, Special Programs, Shore Special Programs, Communication Programs, Special Warfare Programs, Navy Instructor Duty Order (If specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.		Date: 18 NOV 14	
(b) (6)		(b) (6)		(b) (6)			

43. COMMENTS ON PERFORMANCE. * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.

(b) (6)

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.

AWARDED: NAM(6th); SSOY; SSOQ(4th Qtr). QUALS: FLIGHT DECK OFFICER; WELL DECK CONTROL OFFICER; SAPR VICTIM ADVOCATE. COMPLETED: TIME CONVER 14252; CAPTIVITY 14316; SEAMAN.

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended
45. INDIVIDUAL		(b) (6)					(b) (6)
46. SUMMARY							48. Reporting Senior Address COMMANDING OFFICER USS GERMANTON (LSD 42) EPO AP 96666-1730
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have forwarded written explanation of support the marks of 1.0 and 5.0.						50. Signature (b) (6)	
(b) (6)						Date: 18 NOV 14	
51. Signature of Individual Evaluated: "I have seen this report, been apprised of my performance, and understand my rights to submit a statement."						52. Type name, grade, command, unit, and signature of Regular Reporting Senior on Concurrent Report	
(b) (6)						Date: 18 NOV 2014	

NAVPERS 161426 (03-02)

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

42 of 50

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Rate BM1		3. Desig SW		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 21639		7. Ship/Station LSD-42 GERMANTOWN			8. Promotion Status SELECTED		9. Date Reported 13MAR10		
10. Periodic <input type="checkbox"/> Detachment <input type="checkbox"/> Promotion/ 11. of Individual <input type="checkbox"/> 12. Frocking <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>		Period of Report 14. From: 14NOV16 15. To: 15SEP14									
16. Not Observed Report <input type="checkbox"/> Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>		20. Physical Readiness (b) (6)				21. Billet Subcategory (if any) NA					
22. Reporting Senior (Last, FI MI) HARRINGTON, G A			23. Grade CDR		24. Desig 1110		25. Title CO		26. UIC 21639 (b) (6)		
28. Command employment and command achievements. FWD DEPLOYED TO SASEBO, JA AS PART OF C7F. BULKELEY SAFETY AWARD, SECNAV ENCON, UNIT TACTICS, BLUE/GREEN "H", BLUE/GREEN/YELLOW "E" AWARDS. SAR; AT; SUP; INTEL; MOB-A/S; AMW; CSICP I; 5A1 CMAV; 5C1 SRA; DCMA; LOA; SEA TRIALS; USW; 3M 1.1-3; COMMS 1.1-2. CARAT 2015.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) DEPT LPO PRI: Department Leading Petty Officer-10. Led 14 Petty Officers, and 52 Seaman in the preservation and maintenance of 120 Division spaces. COLL: ACFL-10; SAPR VA-10; DMAA-10; STT-10. WATCH: (U/W) Deck Safety Officer-10; UNREP-10; Well Deck Control-10; Flight Deck Safety-10. (I/P) OOD-10; WBC-10. PFA: 14-2/15-1.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled 15MAY15		31. Counselor (b) (6)		32. Signature of Individual Counseled			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Pro- gressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application		- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.		-		- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.		-		- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction	
NOB (b) (6)											
34. QUALITY OF WORK: Standard of work, value of end product.		- Needs excessive supervision - Product frequently needs rework. - Wasteful of resources.		-		- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.		-		- Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources.	
NOB (b) (6)											
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community		- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates unbusinesslike behavior. Fails to demonstrate professional behavior.		-		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences and strengths. Fosters a sense of unity and team spirit.		-		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.	
NOB (b) (6)											
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.		- Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-		- Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		-		- Exemplary personal appearance. - Model of conduct, on and off duty - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.	
NOB (b) (6)											
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.		- Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility		-		- Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility.		-		- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs.	
NO (b) (6)											

NAVPERS 1616/20 (10-10) FOR OFFICIAL USE ONLY - PRIVACY ACT SENSITIVE

 DEFENSE EXHIBIT **B**
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____
13850

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Rate BM1		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results	<ul style="list-style-type: none"> Creates conflict, unwilling to work with others, puts self above team. Fails to understand team goals or teamwork techniques. Does not take direction well. 	-	<ul style="list-style-type: none"> Reinforces others' efforts, meets commitments to team. Understands goals, employs good teamwork techniques. Accepts and offers team direction. 	-	<ul style="list-style-type: none"> Team builder, inspires cooperation and progress. Focuses goals and techniques for teams The best at accepting and offering team 		
NOB (b) (6)							
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> Neglects growth/development or welfare of subordinates. Fails to organize, creates problems for subordinates. Does not set or achieve goals relevant to command mission and vision. Lacks ability to cope with or tolerate stress. Inadequate communicator. Tolerates hazards or unsafe practices 	-	<ul style="list-style-type: none"> Effectively stimulates growth/development in subordinates. Organizes successfully, implementing process improvements and efficiencies. Sets/achieves useful, realistic goals that support command mission. Performs well in stressful situations Clear, timely communicator. Ensures safety of personnel and equipment. 	-	<ul style="list-style-type: none"> Inspiring motivator and trainer, subordinates reach highest level of growth and development. Superb organizer, great foresight, develops process improvements and efficiencies. Leadership achievements dramatically further command mission and vision Perseveres through the toughest challenges and inspires others. Exceptional communicator. Makes subordinates safety-conscious. 		
NOB (b) (6)							
40. Individual Trait Avg. Total of trait scores divided by number of graded traits.		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific)		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0			
(b) (6)		(b) (6)		(b) (6) Date: 12SEP15			
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
(b) (6)							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.							
(b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended (b) (6)
45. INDIVIDUAL		(b) (6)					48. Reporting Senior Address COMMANDING OFFICER USS GERMANTON (LSD 42) UNIT 100123 BOX 1 FPO AP 96666
46. SUMMARY							(b) (6)
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0.				50. Signature of Reporting Senior (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0.			
(b) (6) Date: 12SEP15				(b) (6) Date: 9/15/15			
51. Signature of Individual Evaluated: "I have seen this report, been apprised of my performance, and understand my right to submit a statement. I intend to submit a statement."				52. Type name, grade, command, UIC, and signature of regular Reporting Senior on Concurrent Report			
(b) (6) Date: 12SEP15							

EVALUATION & COUNSELING RECORD (E7 - E9)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Grade/Rate BMC		3. Desig SW		4. SSN (b) (6)			
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 21639		7. Ship/Station LSD-42 GERMANTOWN			8. Promotion Status REGULAR		9. Date Reported 13Mar10		
10. Occasion for Report Periodic <input type="checkbox"/> Detachment of Individual <input checked="" type="checkbox"/> Detachment of Reporting Senior <input type="checkbox"/> Special <input type="checkbox"/>		11. Period of Report From: 15Sep15		12. To: 16Mar04		13. Physical Readiness (b) (6)		14. Billet Subcategory (if any)			
15. Not Observed Report <input type="checkbox"/> Type of Report Regular <input checked="" type="checkbox"/> Concurrent <input type="checkbox"/> Ops Cdr <input type="checkbox"/>		16. Reporting Senior (Last, FI MI) (b) (6)		17. Grade CDR		18. Desig 1110		19. Title CO		20. UIC 21639	
21. SSN (b) (6)		22. Command employment and command achievements FORWARD DEPLOYED TO SASEBO, JAPAN AS PART OF C7F. RETENTION EXCELLENCE AWARD. MOB-D/N, CSICP, 6A1 CMAV, 3M, COMMS, ECDIS-N, AW/EW/SW, MOGAS, MOB-E 1.2/1.3. CARAT, TSC HONG KONG, TEMPEST WIND, PHIBLEX, BLUE CHROMITE, AIT/CERTEX, SSANG YONG.									
23. Primary/Collateral/Watchstanding duties. (Enter Primary duty abbreviation in box.) 1ST DIV LCPO											
24. PRI: Leading Chief Petty Officer-6. Leads 14 Petty Officers and 24 Seaman in the preservation and maintenance of 120 divisional spaces. COLL: ACPL-6; SAPR VA-6; STT-6. WATCH: (U/W) Deck Safety Officer-6; UNREP Safety-6; Well Deck Control-6; Flight Deck Safety-6; OOD (I/P)-6. PFA: 15-2.											
25. For Mid-term Counseling Use. (When completing FITREP Enter 30 and 31 from counseling worksheet sign 32.)				26. Date Counselled NOT REQ		27. Counselor		28. Signature of Individual Counselled			
PERFORMANCE TRAITS: 1.0 - Below standards / not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.											
PERFORMANCE TRAITS		1.0 Below Standards		2.0 Progressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards	
33. DECKPLATE LEADERSHIP: - Organizing, motivating and developing others to accomplish goals. - Engaging and visible presence establishes positive tone for command.		- Neglects growth/development or welfare of Junior Officers and Enlisted Sailors. - Presence not felt on the deckplates. - Does not set or achieve goals relevant to command mission and vision. - Does not tailor leadership style to situation or individual. - Fails to organize, creates problems for subordinates.				- Effectively stimulates growth/development in Junior Officers and Enlisted Sailors. - Visible and engaged on the deckplate; sets positive tone. - Sets/achieves useful, realistic goals that support command mission. - Tailors leadership to situation to accomplish mission. - Organizes successfully, implementing process improvements and efficiencies.				- Inspiring motivator and trainer. Junior Officers and Enlisted Sailors reach highest level of growth and development. - Always visible and engaged on the deckplate; energetically sets positive tone across CMD. - Leadership achievements dramatically further command mission and vision. - Seamlessly tailors leadership to each Sailor's strengths, weaknesses and goals to maximize mission effectiveness. - Superior organizer, great foresight, develops process improvements and efficiencies.	
NOB (b) (6)											
34. INSTITUTIONAL AND TECHNICAL EXPERTISE: - Institutional, policy and technical knowledge. - Practical application, procedural compliance.		- Lacks basic Navy knowledge. - Unaware and unwilling to learn details of Navy programs and policies. - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Tactical knowledge and skill in specialty				- Has thorough knowledge of Navy organization and structure. - Has thorough knowledge of Navy programs and policies. - Has detailed rating knowledge; resolves technical issues within rating. - Competently performs both routine and new tasks. - Tactical knowledge and skill in specialty				- Navy Expert, complete understanding of purpose, organization, and structure. - Detailed, current knowledge and strong advocate for all Navy programs and policies. - Recognized expert, sought after to solve difficult problems, executes innovative ideas. - Exceptionally skilled; complete accuracy and precision in all technical actions, duties and procedures.	
NOB (b) (6)											
35. PROFESSIONALISM: - Standard enforcement; taking initiative, planning/prioritizing/solving challenges in Chief's Mess. - Continuous learning; Standards of appearance, conduct, physical fitness, qualifications.		- Fails to uphold and enforce standards. - Does not effectively utilize the Chief's Mess to plan and solve challenges. - Improvement of peers, subordinates, and self not a priority. - Unable to meet one or more physical readiness standards. - Consistently unsatisfactory appearance or unsatisfactory demeanor or conduct. - Creates conflict, unwilling to work with				- Actively teaches, upholds and enforces standards with peers and subordinates. - Participates in command planning and problem solving through the Chief's Mess. - Committed to professional education/training for self and subordinates. - Complies with physical readiness program. - Excellent personal appearance and representative of the Navy. - Reinforces others' efforts, meets personal				- Proactively teaches, upholds, and enforces standards throughout the command. - Actively leads command activities, solves command challenges, and drives mission accomplishment through the Chief's Mess. - Fosters an environment of improvement, education and professional development. - A leader in physical readiness. - Exemplary personal appearance and representative of the Navy. - Team builder, inspires cooperation and focus on mission accomplishment; leverages	
NOB (b) (6)											
36. LOYALTY: - Loyalty to mission, seniors, peers and subordinates. - Dedication to Sailor success, Sailor advocacy.		- Does not consistently demonstrate loyalty to mission, seniors, peers or subordinates. - Not concerned about Sailor success. - Allows command challenges to impact				- Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and support the outcome. - Effective mentor, actions adequately encourage/support subordinates' personal/professional growth. - Routinely solves command challenges before				- Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and strength to fully support the outcome. - Exemplary mentor, creates environment with outstanding professional growth	
NOB (b) (6)											

NAVPERS 1616/27 (8-10)

FOR OFFICIAL USE ONLY-PRIVACY ACT SENSIT

 DEFENSE EXHIBIT **B**
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____
15 OCT 10

EVALUATION & COUNSELING RECORD (E7 - E9) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Grade/Rate BMC		3. Desig SW		4. SSN (b) (6)																																									
PERFORMANCE TRAITS		1.0° Below Standards		2.0 Progressing		3.0 Meets Standards																																									
37. CHARACTER: - Integrity, adherence to Navy Core Values. - Recognition of Diversity. - Contributes to growth, human worth and community. NOB (b) (6)		- Demonstrates exclusionary behavior, fails to value differences from cultural diversity. - Lacks personal integrity and does not take responsibility for actions or decisions. - Fails to live up to Navy Core Values: Honor, Courage and Commitment. (b) (6)		- Diversity: values differences as strengths, fosters atmosphere of acceptance/inclusion per EO 11988 policy. - Trustworthy, ethical and honest. - Always lives up to Navy Core Values: Honor, Courage and Commitment. (b) (6)		- Seamlessly integrates diversity into all aspects of the command. - Model of achievement. Develops unit cohesion by valuing differences as strengths. - Leads with an uncompromising code of integrity. - Exemplifies Navy Core Values: Honor, Courage and Commitment. (b) (6)																																									
38. ACTIVE COMMUNICATION: - Communication questioning attitude energized information flow. NOB (b) (6)		- Stifles information exchange, idea sharing and diversity of opinion. - Does not take advantage of the Chief's Mess to discuss, plan, or act on command issues. - Poor communicator; actions negatively impact mission goals and readiness. (b) (6)		- Facilitates information exchange, idea sharing and diversity of opinion. - Uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Effectively communicates and listens to subordinates, peers, and seniors. (b) (6)		- Actively facilitates information exchange, idea sharing and diversity of opinion. - Actively uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Energizes communication flow up and down the chain of command. (b) (6)																																									
39. SENSE OF HERITAGE: - Know and teach customs and traditions. - Understand naval history. NOB (b) (6)		- Lacks knowledge and understanding of naval customs and traditions. - Ignores naval traditions, customs, and practices when considering decision making, training, or in daily leadership. - No grasp of naval history. (b) (6)		- Good understanding of naval customs and traditions. - Integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Occasionally uses naval history to demonstrate who we are as a service. (b) (6)		- Thorough understanding of naval customs and traditions. - Proactively integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Consistently uses naval history to demonstrate who we are as a service. (b) (6)																																									
40. I recommend screening this individual for next career milestone(s) as follows: (Maximum of two) Recommendations may be for competitive schools or duty assignments such as LCPO, DEPT CPO, SEA, CMC																																															
41. COMMENTS ON PERFORMANCE. *All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 37 must be specifically substantiated in comments. Comments must be verifiable. Foot must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case. (b) (6)																																															
<table border="1"> <tr> <td>Promotion Recommendation</td> <td>NOB</td> <td>Significant Problems</td> <td>Progressing</td> <td>Promotable</td> <td>Must Promote</td> <td>Early Promote</td> <td>44. Reporting Senior Address</td> </tr> <tr> <td>42. INDIVIDUAL</td> <td>(b) (6)</td> <td>(b) (6)</td> <td>(b) (6)</td> <td>(b) (6)</td> <td>(b) (6)</td> <td>(b) (6)</td> <td>COMMANDING OFFICER USS GERMANTOWN (LSD 42) UNIT 100123 BOX 1 FPO AP 96666</td> </tr> <tr> <td>43. SUMMARY</td> <td>(b) (6)</td> <td>(b) (6)</td> <td>(b) (6)</td> <td>(b) (6)</td> <td>(b) (6)</td> <td>(b) (6)</td> <td></td> </tr> <tr> <td colspan="7">45. Signature of Reporting Senior Date: 2/24/2016</td> <td>46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement (b) (6)</td> </tr> <tr> <td colspan="7">Member Trait Average: (b) (6)</td> <td>Date: 24 FEB 16</td> </tr> </table>								Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address	42. INDIVIDUAL	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	COMMANDING OFFICER USS GERMANTOWN (LSD 42) UNIT 100123 BOX 1 FPO AP 96666	43. SUMMARY	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)		45. Signature of Reporting Senior Date: 2/24/2016							46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement (b) (6)	Member Trait Average: (b) (6)							Date: 24 FEB 16
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address																																								
42. INDIVIDUAL	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	COMMANDING OFFICER USS GERMANTOWN (LSD 42) UNIT 100123 BOX 1 FPO AP 96666																																								
43. SUMMARY	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)																																									
45. Signature of Reporting Senior Date: 2/24/2016							46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement (b) (6)																																								
Member Trait Average: (b) (6)							Date: 24 FEB 16																																								
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report																																															

NAVPERS 1616/27 (8-10)

FOR OFFICIAL USE ONLY-PRIVACY ACT SENSITIVE

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE
460152

EVALUATION & COUNSELING RECORD (E7-E9)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Grade/Rate BMC		3. Desig SW		4. SSN (b) (6)	
5. ACT <input checked="" type="checkbox"/>		FIS <input type="checkbox"/>		INACT <input type="checkbox"/>		AT/ADSW/ 265		6. UIC 21686	
7. Ship/Station DDG 56 JOHN S MCCA				8. Promotion Status REGULAR		9. Date Reported 16APR05			
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report 14. From: 16MAR05 15. To: 16SEP15					
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness (b) (6)	
21. Billet Subcategory (if any) NA				22. Reporting Senior (Last, FI MI) (b) (6)		23. Grade CDR		24. Desig 1110	
				25. Title CO		26. UIC 21686		(b) (6)	

28. Command employment and command achievements.
 Permanently assigned to FDNF-5. OPS-1: SHAREM, VS 2016, & SM2/HARPOON FIREX. UPK/TRNG-4: EDSRA 2015, LOA, MOB-D, MOB-E, MOB-S, MOB-A, CRY, EW, SW, AW, INT, BMDQ, & Sea Trials. Awarded 2015 COMPACFLT Retention Excellence Award & 2015 Unit Health and Wellness Award.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)

DIV LCPO PRI: Divisional LCPO-5. Responsible for the professional and personal development of deck division in daily FDNF operations. WATCH: INPORT: OOD-5, STT Lead-5. UNDERWAY: Deck Safety Officer-5, Flight Deck Safety-5, UNREP Safety-5. TEMADD/LV/TT: 16MAR05-16APR04. PFA: 16-1.

For Mid-term Counseling Use. (When completing Eval, enter 30 and 31 from counseling worksheet and sign 32.)

30. Date Counseled
NOT REQ

31. Counselor

32. Signature of Individual Counseled
(b) (6)

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0 Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. DECKPLATE LEADERSHIP: - Organizing, motivating and developing others to accomplish goals. - Engaging and visible presence establishes positive tone for command. NOB	-Neglects growth/development or welfare of Junior Officers and Enlisted Sailors. -Presence not felt on the deckplates. -Does not set or achieve goals relevant to command mission and vision. -Does not tailor leadership style to situation or individual. -Fails to organize, creates problems for subordinates. -Lacks ability to manage under stress.	(b) (6)	-Effectively stimulates growth/development in Junior Officers and Enlisted Sailors. -Visible and engaged on the deckplate; sets positive tone. -Sets/achieves useful, realistic goals that support command mission. -Tailors leadership to situation to accomplish mission. -Organizes successfully, implementing process improvements and efficiencies. -Performs well in stressful situations.	(b) (6)	-Inspiring motivator and trainer. Junior Officers and Enlisted Sailors reach highest level of growth and development. -Always visible and engaged on the deckplate; energetically sets positive tone across CMD. -Leadership achievements dramatically further command mission and vision. -Seamlessly tailors leadership to each Sailor's strengths, weaknesses and goals to maximize mission effectiveness. -Superb organizer, great foresight, develops process improvements and efficiencies. -Perseveres through the toughest challenges and inspires others.
34. INSTITUTIONAL AND TECHNICAL EXPERTISE: - Institutional, policy and technical knowledge. - Practical application of procedural compliance. NOB	-Lacks basic Navy knowledge. -Unaware and unwilling to learn details of Navy programs and policies. -Lacks basic professional knowledge to perform effectively. -Cannot apply basic skills. -Tactical knowledge and skill in specialty are below standards compared to others of same rank and experience.	(b) (6)	-Has thorough knowledge of Navy organization and structure. -Has thorough knowledge of Navy programs and policies. -Has detailed rating knowledge; resolves technical issues within rating. -Competently performs both routine and tasks. -Tactical knowledge and skill in specialty equal to others of same rank and experience.	(b) (6)	-Navy Expert, complete understanding of purpose, organization, and structure. -Detailed, current knowledge and strong advocate for all Navy programs and policies. -Recognized expert, sought after to solve difficult problems, executes innovative solutions. -Exceptionally skilled; complete accuracy, precision in all technical actions, duties and procedures. -Tactical knowledge and skill in command mission and function.
35. PROFESSIONALISM: - Standard enforces taking initiative, planning/prioritizing solving challenges Chief's Mess. - Continuous learning Standards of appearance, physical fitness qualifications. NOB	-Fails to uphold and enforce standards. -Does not effectively utilize the Chief's Mess to plan and solve challenges. -Improvement of peers, subordinates, self not a priority. -Unable to meet one or more physical readiness standards. -Consistently unsatisfactory appearance, unsatisfactory demeanor or conduct. -Creates conflict, unwilling to work with others, puts self above team.	(b) (6)	-Actively teaches, upholds and enforces standards with peers and subordinates. -Participates in command planning and problem solving through the Chief's Mess. -Committed to professional education/training for self and subordinates. -Complies with physical readiness program. -Excellent personal appearance and representative of the Navy. -Reinforces others' efforts, meets personal commitments to team.	(b) (6)	-Proactively teaches, upholds, and enforces standards throughout the command. -Actively leads command activities, solves command challenges, and drives mission accomplishment through the Chief's Mess. -Fosters an environment of improvement, education and professional development. -A leader in physical readiness. -Exemplary personal appearance and representative of the Navy. -Team builder, inspires cooperation and commitment to mission accomplishment; leverages talents of all Sailors.
36. LOYALTY: - Loyalty to mission, seniors, peers and subordinates. - Dedication to Sailors' success, Sailor advocacy. NOB	-Does not consistently demonstrate loyalty to mission, seniors, peers or subordinates. -Not concerned about Sailor success. -Allows command challenges to impact Sailor readiness.	(b) (6)	-Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and support the outcome. -Effective mentor, actions adequately encourage/support subordinates' personal/professional growth. -Routinely solves command challenges by they significantly impact Sailor readiness.	(b) (6)	-Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and strength to fully support the outcome. -Exemplary mentor, creates environment with outstanding professional growth opportunities for each Sailor. -Proactively identifies and nurtures command

EVALUATION & COUNSELING RECORD (E7-E9) (cont'd)

RCS BUPERS 1610-1

1 Name (Last, First MI Suffix) BUTLER, JEFFERY D		2 Grade/Rate BMC		3 Desig SW		4 SSN (b) (6)	
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
37 CHARACTER: - Integrity, adherence to Navy Core Values. - Recognition of Diversity. - Contributes to growth, human worth and community.	- Demonstrates exclusionary behavior, fails to value differences from cultural diversity. - Lacks personal integrity and does not take responsibility for actions or decisions. - Fails to live up to Navy Core Values: Honor, Courage and Commitment.		- Diversity: values differences as strengths, fosters atmosphere of acceptance/inclusion per EO/EEEO policy. - Trustworthy, ethical and honest. - Always lives up to Navy Core Values: Honor, Courage and Commitment.		- Seamlessly integrates diversity into all aspects of the command. - Model of achievement. Develops unit cohesion by valuing differences as strengths. - Leads with an uncompromising code of integrity. - Exemplifies Navy Core Values: Honor, Courage and Commitment.		
NOB (b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)		
38 ACTIVE COMMUNICATION: - Communication questioning attitude energized information flow.	- Stifles information exchange, idea sharing and diversity of opinion. - Does not take advantage of the Chief's Mess to discuss, plan, or act on command issues. - Poor communicator; actions negatively impact mission goals and readiness.		- Facilitates information exchange, idea sharing and diversity of opinion. - Uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Effectively communicates and listens to subordinates, peers, and seniors.		- Actively facilitates information exchange, idea sharing and diversity of opinion. - Actively uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Emergates communication flow up and down the chain of command.		
NOB (b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)		
39 SENSE OF HERITAGE: - Know and teach customs and traditions. - Understand naval history.	- Lacks knowledge and understanding of naval customs and traditions. - Ignores naval traditions, customs, and practices when considering decisions, training, or in daily leadership. - No grasp of naval history.		- Good understanding of naval customs and traditions. - Integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Occasionally uses naval history to demonstrate who we are as a service.		- Thorough understanding of naval customs and traditions. - Proactively integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Consistently uses naval history to demonstrate who we are as a service.		
NOB (b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)		
40 I recommend screening this individual for next career milestone(s) as follows. (Maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC							
41 COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 37 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
(b) (6)							
Promotion Recommendation	NOB	Significant	Progressing	Meets	Must	Early	44. Reporting Senior Address COMMANDING OFFICER USS JOHN S. MCCAIN (DDG 56) UNIT 100161 BOX 1 FPO AP 96672
42. INDIVIDUAL	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	
43. SUMMARY	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	(b) (6)	
45. Signature of Reporting Senior (b) (6)				46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand (b) (6) I intend to submit a statement (b) (6)" (b) (6)			
Date: 13 SEP 16				Date: 19 SEP 16			
Member Trait Average: (b) (6)							
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							

EVALUATION & COUNSELING RECORD (E7-E9)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D				2. Grade/Rate BMC		3. Desig SW		4. SSN (b) (6)		
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265		6. UIC 21686		7. Ship/Station DDG 56 JOHN S MCCA			8. Promotion Status REGULAR		9. Date Reported 16APR04	
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> Detachment <input type="checkbox"/> 11. of Individual <input type="checkbox"/> Detachment of <input type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>			Period of Report 14. From 16SEP16 15. To 17SEP15							
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness (b) (6)		21. Billet Subcategory (if any) NA				
22. Reporting Senior (Last, FI MI) SANCHEZ, A J			23. Grade CDR		24. Desig 1110		25. Title CO		26. UIC 21686 (b) (6)	
28. Command employment and command achievements. Permanently assigned to FDNF-12. OPS-7: MCSOFEX 02-16, SCS Patrol 2016, Summer/Fall Patrol 2017, FTX NORTH. UBK/TRNG-5: 3M 1.0/1.1/1.2, CMAV, VRAV, Safety Survey, FST-J 17-71, EW 2.4A, TYCOM Material Inspection, TYCOM Mid-Cycle Inspection.										
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box) DEPT LCPO PRI: DEPT LCPO-4. Responsible for training 6 Junior Officers, 5 CPO's, and 50 Sailors in OPS Dept. OD LCPO-8. Leads 22 Sailors in the daily operations of Deck division. COLL: Indoc Coor-12, SAPR POC-9. WATCH: (U/W) Deck Safety Officer-12, Flight Deck Safety-12, UNREP Safety-12; (I/P) OOD-12, STT Lead-12. PFA: 16-2/17-1.										
For Mid-term Counseling Use. (When completing Eval, enter 30 and 31 from counseling worksheet and sign 32)				30. Date Counseled 17MAR15		31. Counselor (b) (6)		32. Signature of Individual Counseled		
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.										
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards					
33. DECKPLATE LEADERSHIP: - Organizing, motivating and developing others to accomplish goals. - Engaging and visible presence establishes positive tone for command. NOB (b) (6)	- Neglects growth/development or welfare of Junior Officer and Enlisted Sailors. - Presence not felt on the deckplates. - Does not set or achieve goals relevant to command mission and vision. - Does not tailor leadership style to situation or individual. - Fails to organize, create problems for subordinates. - Lacks ability to manage under stress.	(b) (6)	- Effectively stimulates growth/development in Junior Officers and Enlisted Sailors. - Visible and engaged on the deckplate; sets positive tone. - Sets/achieves useful, realistic goals that support command mission. - Tailors leadership to situation to accomplish mission. - Organizes successfully, implementing process improvements and efficiencies. - Performs well in stressful situations.	(b) (6)	- Inspiring motivator and trainer. Junior Officers and Enlisted Sailors reach highest level of growth and development. - Always visible and engaged on the deckplate; energetically sets positive tone across CMD. - Leadership achievements dramatically further command mission and vision. - Seamlessly tailors leadership to each Sailor's strengths, weaknesses and goals to maximize mission effectiveness. - Superb organizer, great foresight, develops process improvements and efficiencies. - Perseveres through the toughest challenges and inspires others.					
34. INSTITUTIONAL AND TECHNICAL EXPERTISE: - Institutional, professional and technical knowledge. - Practical application of procedural compliance. NOB (b) (6)	- Lacks basic Navy knowledge. - Unaware and unwilling to learn details of Navy programs and policies. - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Tactical knowledge and skill in specialty are below standards compared to others of same rank and experience.	(b) (6)	- Has thorough knowledge of Navy organization and structure. - Has thorough knowledge of Navy programs and policies. - Has detailed rating knowledge; resolves technical issues within rating. - Competently performs both routine and complex tasks. - Tactical knowledge and skill in specialty equal to others of same rank and experience.	(b) (6)	- Navy Expert, complete understanding of purpose, organization, and structure. - Detailed, current knowledge and strong advocate for all Navy programs and policies. - Recognized expert, sought after to solve difficult problems, executes innovative ideas. - Exceptionally skilled; complete accuracy and precision in all technical actions, duties and procedures. - Tactical knowledge and skill in command mission and function.					
35. PROFESSIONALISM: - Standard enforcement taking initiative, planning/prioritizing solving challenges, Chief's Mess. - Continuous learning Standards of appearance, physical qualifications. NOB (b) (6)	- Fails to uphold and enforce standards. - Does not effectively utilize the Chief's Mess to plan and solve challenges. - Improvement of peers, subordinates, self not a priority. - Unable to meet one or more physical readiness standards. - Consistently unsatisfactory appearance, unsatisfactory demeanor or conduct. - Creates conflict, unwilling to work with others, puts self above team.	(b) (6)	- Actively teaches, upholds and enforces standards with peers and subordinates. - Participates in command planning and problem solving through the Chief's Mess. - Committed to professional education/training for self and subordinates. - Complies with physical readiness program. - Excellent personal appearance and representative of the Navy. - Reinforces others' efforts, meets personal commitments to team.	(b) (6)	- Proactively teaches, upholds, and enforces standards throughout the command. - Actively leads command activities, solves command challenges, and drives mission accomplishment through the Chief's Mess. - Fosters an environment of improvement, education and professional development. - A leader in physical readiness. - Exemplary personal appearance and representative of the Navy. - Team builder, inspires cooperation and focus on mission accomplishment; leverages talents of all Sailors.					
36. LOYALTY: - Loyalty to mission, seniors, peers and subordinates. - Dedication to Success, Sailor advocacy. NOB (b) (6)	- Does not consistently demonstrate loyalty to mission, seniors, peers or subordinates. - Not concerned about Sailor success. - Allows command challenges to impact Sailor readiness.	(b) (6)	- Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and support the outcome. - Effective mentor, actions adequately encourage/support subordinates' personal/professional growth. - Routinely solves command challenges by...	(b) (6)	- Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and strength to fully support the outcome. - Exemplary mentor, creates environment with outstanding professional growth opportunities for each Sailor. - Proactively identifies and solves command challenges before they impact Sailor readiness.					

NAVPER 1616/27 (08-10) FOR OFFICIAL USE ONLY - PRIVA

DEFENSE EXHIBIT **B**
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
49 of 50

EVALUATION & COUNSELING RECORD (E7-E9) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) BUTLER, JEFFERY D		2. Grade/Rate BMC		3. Desig SW		4. SSN (b) (6)	
PERFORMANCE TRAITS	1.0 ^a Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
37. CHARACTER - Integrity, adherence to Navy Core Values - Recognition of Diversity - Contributes to growth, human worth and community.	- Demonstrates exclusionary behavior, fails to value differences from cultural diversity - Lacks personal integrity and does not take responsibility for actions or decisions - Fails to live up to Navy Core Values: Honor, Courage and Commitment.		- Diversity values differences as strengths, fosters atmosphere of acceptance/inclusion per EO/EEO policy - Trustworthy, ethical and honest - Always lives up to Navy Core Values: Honor, Courage and Commitment.		- Seamlessly integrates diversity into all aspects of the command. - Model of achievement. Develops unit cohesion by valuing differences as strengths - Leads with an uncompromising code of integrity. - Exemplifies Navy Core Values: Honor, Courage and Commitment.		
NOB (b) (6)							
38. ACTIVE COMMUNICATION - Communication, questioning attitude, energized information flow	- Stifles information exchange, idea sharing and diversity of opinion. - Does not take advantage of the Chief's Mess to discuss, plan, or act on command issues. - Poor communicator; actions negatively		- Facilitates information exchange, idea sharing and diversity of opinion. - Uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Effectively communicates and listens to		- Actively facilitates information exchange, idea sharing and diversity of opinion. - Actively uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Energizes communication flow up and down		
NOB (b) (6)							
39. SENSE OF HERITAGE - Know and teach customs and traditions, understand naval history	- Lacks knowledge and understanding of naval customs and traditions. - Ignores naval traditions, customs, and practices when considering decisions, in training, or in daily leadership. - No grasp of naval history.		- Good understanding of naval customs and traditions. - Integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Occasionally uses naval history to demonstrate who we are as a service.		- Thorough understanding of naval customs and traditions. - Proactively integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Consistently uses naval history to demonstrate who we are as a service		
NOB (b) (6)							
40. I recommend screening this individual for next career milestone(s) as follows: (Maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC (b) (6)							
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 37 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. (b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER USS JOHN S MCCAIN (DDG 56) UNIT 100161 BOX 1 FPO AP 96672
42. INDIVIDUAL		(b) (6)					
43. SUMMARY							
(b) (6)		Date 23SEP17		46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement (b) (6)			
Member Trait Average: (b) (6)				BMC		Date: 23SEP17	
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS COMMENDATION MEDAL

(GOLD STAR IN LIEU OF SECOND AWARD)

TO

CHIEF BOATSWAIN'S MATE (SURFACE WARFARE) JEFFERY D. BUTLER
UNITED STATES NAVY

FOR

MERITORIOUS SERVICE WHILE SERVING AS FIRST DIVISION LEADING CHIEF PETTY OFFICER ONBOARD USS GERRANTOWN (LSD 42) FROM MARCH 2013 TO MARCH 2016. CHIEF BUTLER LED DECK DEPARTMENT THROUGH A FULL TRAINING CYCLE SUCCESSFULLY COMPLETING AMW, MOB-A, MOB-S, SAR AND MORGAN CERTIFICATIONS WITH SCORES ABOVE 90 PERCENT. HIS LEADERSHIP WAS EXCEPTIONAL OVER FOUR ARDUOUS PATROLS OVERSEEING THE FLAWLESS ONLOAD AND OFFLOAD OF OVER 5,000 TONS OF EQUIPMENT WITH THE SMART EXECUTION OF OVER 300 WELL DECK EVOLUTIONS SPANNING THE ENTIRE INVENTORY OF MARINE CORPS AMPHIBIOUS ASSAULT VEHICLES AND NAVY-LANDING CRAFT. CHIEF BUTLER'S DISTINCTIVE ACCOMPLISHMENTS, UNRELENTING PERSEVERANCE, AND STEADFAST DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

GIVEN THIS 4TH DAY OF MARCH 2016



(b) (6)

CAPTAIN, UNITED STATES NAVY
COMMANDER, AMPHIBIOUS SQUADRON ELEVEN

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

C

(10/10)



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS COMMENDATION MEDAL

TO

BOATSWAIN'S MATE FIRST CLASS (SURFACE WARFARE) JEFFERY D. BUTLER, UNITED STATES NAVY

FOR

MERITORIOUS SERVICE AS DECK DEPARTMENT'S SECOND DIVISION LEADING PETTY OFFICER IN USS NASHVILLE (LPD 13) FROM DECEMBER 2005 TO SEPTEMBER 2009. AS A DECK OPERATIONS LEADER, HE ADEPTLY COMPLETED OVER 400 HOURS OF SMALL BOAT OPERATIONS, 60 WET WELL EVENTS, 15 CONREP/UNREP EVOLUTIONS, 30 ANCHORAGES, AND THE MOVEMENT OF OVER 600 PALLETS OF MISCELLANEOUS SUPPLIES AND 3 SMALL BOATS USING THE SHIP'S B & A CRANE OVER THE COURSE OF THREE DEPLOYMENTS IN SUPPORT OF THE GLOBAL WAR ON TERROR AND AFRICA PARTNERSHIP STATION. AS A SEAMANSHIP TRAINING TEAM MEMBER, HE COMPLETED OVER 65 STT EVENTS, TRAINING 5 OFFICER AND ENLISTED WATCH SECTIONS IN ALL ASPECTS OF SEAMANSHIP AND NAVIGATION CASUALTY CONTROL PROCEDURES, RESULTING IN THE SUCCESSFUL COMPLETION OF ALL ULTRA-S AND ISIC NAVIGATION CHECK RIDE EVENTS WITH ABOVE FLEET AVERAGE SCORES. DISPLAYING STRICT ORGANIZATIONAL SKILLS, HE SUCCESSFULLY MENTORED AND MANAGED THE CAREER ASPIRATIONS OF HIS SAILORS RESULTING IN A 100% RETENTION RATE, 48 OF 78 PERSONNEL OBTAINING ESW QUALIFICATIONS, AND 45 PERSONNEL ADVANCING TO THE NEXT PAY GRADE. PETTY OFFICER BUTLER'S DISTINCTIVE ACCOMPLISHMENTS, UNRELENTING PERSEVERANCE AND STEADFAST DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND UPHELD THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

C

2 of 10



GIVEN THIS 31st DAY OF JULY 2009

(b) (6)

T. R. TEMBE
CAPTAIN, U.S. NAVY
COMMANDING OFFICER
USS NASHVILLE (LPD 13)



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

(GOLD STAR IN LIEU OF SEVENTH AWARD)

TO
BOATSWAIN'S MATE FIRST CLASS (SURFACE WARFARE)
JEFFREY D. BUTLER
UNITED STATES NAVY

FOR
PROFESSIONAL ACHIEVEMENT IN THE SUPERIOR PERFORMANCE OF HIS DUTIES AS DECK DEPARTMENT LEADING PETTY OFFICER ONBOARD USS GERMANTOWN (LSD 42) ASSIGNED TO COMMANDER, AMPHIBIOUS FORCE, U.S. SEVENTH FLEET FROM OCTOBER 2013 TO SEPTEMBER 2014. AS WELL DECK CONTROL OFFICER, PETTY OFFICER BUTLER MANAGED THE SAFE ONLOAD AND OFFLOAD OF EIGHT HUNDRED-FIFTY MARINE PERSONNEL, THREE LCACS, ONE LCU, 300 TONS OF EQUIPMENT, TWENTY AMPHIBIOUS ASSAULT VEHICLES, AND TWENTY-TWO COMBAT RUBBER RAIDING CRAFT. PETTY OFFICER BUTLER FLAWLESSLY CONDUCTED THE SAFE EXECUTION OF NINETY-THREE WELL DECK OPERATIONS RESULTING IN THE SUCCESSFUL COMPLETION OF THREE COMPLEX EXERCISES DURING FALL DEPLOYMENT 2014. ADDITIONALLY, HE CONDUCTED THIRTY CAREER DEVELOPMENT BOARDS RESULTING IN TWELVE RATE CONVERSIONS AND EIGHT RE-ENLISTMENTS ENHANCING FORCE MANPOWER AND READINESS. PETTY OFFICER BUTLER'S EXCEPTIONAL ACHIEVEMENTS RESULTED IN HIS SELECTION AS COMMANDER, AMPHIBIOUS SQUADRON ELEVEN SENIOR SAILOR OF THE YEAR, FISCAL YEAR 2014. PETTY OFFICER BUTLER'S EXCEPTIONAL PROFESSIONALISM, UNRELENTING PERSEVERANCE, AND LOYAL DEVOTION TO DUTY REFLECTED CREDIT UPON HIM AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

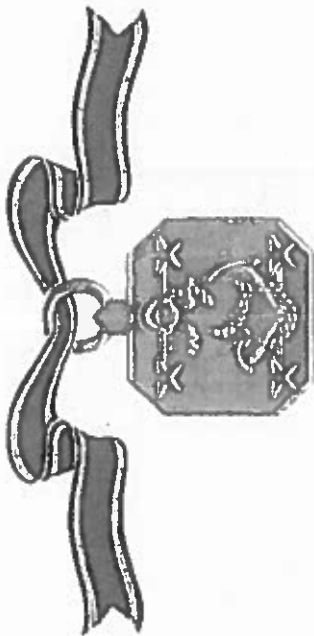


GIVEN THIS 15TH DAY OF JANUARY 2015

(b) (6)
CAPTAIN, UNITED STATES NAVY
COMMANDER, AMPHIBIOUS SQUADRON ELEVEN

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

38f70



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

(GOLD STAR IN LIEU OF THE SEVENTH AWARD)

TO
BOATSWAIN'S MATE FIRST CLASS (SURFACE WARFARE)
JEFFERY D. BUTLER
UNITED STATES NAVY

FOR

PROFESSIONAL ACHIEVEMENT AS DECK DEPARTMENT LEADING PETTY OFFICER ONBOARD USS GERMANTOWN (LSD 42) ASSIGNED TO COMMANDER, AMPHIBIOUS SQUADRON ELEVEN FROM JULY 2014 TO SEPTEMBER 2014. DEMONSTRATING EXCEPTIONAL LEADERSHIP AND VISION, PETTY OFFICER BUTLER AGGRESSIVELY LED DECK DEPARTMENT THROUGH AN ARDUOUS INSPECTION CYCLE, ENSURING 2000 PIECES OF EQUIPMENT, 250 SPACES, AND 1300 LIFE JACKETS WERE PROPERLY MAINTAINED, PRESERVED AND STAGED, RESULTING IN A SUCCESSFUL SAFETY SURVEY AND TYPE COMMANDER MATERIAL INSPECTION. ADDITIONALLY, HIS EXCEPTIONAL PERFORMANCE AS REPAIR FIVE LOCKER LEADER AND AS AN ESWS BOARD MEMBER WAS INSTRUMENTAL IN THE QUALIFICATION OF OVER 90 SAILORS IN DAMAGE CONTROL AND WARFARE DESIGNATIONS. PETTY OFFICER BUTLER'S OUTSTANDING PERFORMANCE AND LOYAL DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

GIVEN THIS 20TH DAY OF NOVEMBER 2014



(b) (6)

CAPTAIN, UNITED STATES NAVY
COMMANDER, AMPHIBIOUS SQUADRON ELEVEN

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

4 of 10



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

(SILVER STAR IN LIEU OF SIXTH AWARD)

TO

BOATSWAIN'S MATE FIRST CLASS (SURFACE WARFARE) JEFFERY D. BUTLER
UNITED STATES NAVY

FOR

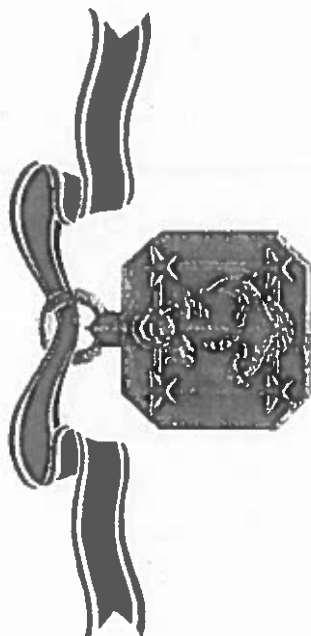
PROFESSIONAL ACHIEVEMENT IN THE SUPERIOR PERFORMANCE OF HIS DUTIES WHILE SERVING AS DECK DEPARTMENT LEADING PETTY OFFICER AND INSURV SUPERVISOR IN USS GERMANTOWN (LSD 42) ASSIGNED TO COMMANDER, AMPHIBIOUS FORCE, U.S. SEVENTH FLEET FROM JUNE 2014 TO AUGUST 2014. PETTY OFFICER BUTLER FLAWLESSLY EXECUTED HIS DUTIES WHILE LEADING 60 JUNIOR SAILORS IN THE MAINTENANCE, PRESERVATION, RIGGING AND SAFE EXECUTION OF TWO ANCHOR DROP TESTS, SIX UNREP STATIONS, 200 PIECES OF ANCHORING AND SHIPBOARD RECOVERY EQUIPMENT, 41 LIFERAFTS, THREE RIGID HULL INFLATABLE BOATS AND THREE CRANES. HIS RELENTLESS EFFORTS LED TO A SUCCESSFUL INSURV FOR THE DEPARTMENT AND A MAXIMUM STATE OF READINESS FOR GERMANTOWN. PETTY OFFICER BUTLER'S MANAGERIAL ABILITY, PERSONAL INITIATIVE AND UNSWERVING DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

GIVEN THIS 31ST DAY OF AUGUST 2014



(b) (6)
CAPTAIN, U.S. NAVY
COMMANDING OFFICER
USS GERMANTOWN (LSD 42)

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

(GOLD STAR IN LIEU OF THE FIFTH AWARD)

TO

BOATSWAIN'S MATE FIRST CLASS (SURFACE WARFARE) JEFFERY D. BUTLER, UNITED STATES NAVY

FOR

PROFESSIONAL ACHIEVEMENT IN THE SUPERIOR PERFORMANCE OF HIS DUTIES WHILE SERVING AS A RECRUIT DIVISION COMMANDER AND BATTLE STATIONS-21 INSTRUCTOR AT RECRUIT TRAINING COMMAND, FROM FEBRUARY 2010 TO FEBRUARY 2013. AS A RECRUIT DIVISION COMMANDER, PETTY OFFICER BUTLER EXPERTLY TRAINED 5 DIVISIONS TRANSFORMING 440 CIVILIANS INTO BASICALLY TRAINED AND MOTIVATED SAILORS READY FOR DUTY IN THE FLEET. HIS OUTSTANDING EFFORTS AND MENTORSHIP LED TO 32 SAILORS BEING MERITORIOUSLY ADVANCED UPON GRADUATION. AS BATTLE STATIONS-21 INSTRUCTOR, HE MOTIVATED, LED, AND EVALUATED 5,250 RECRUITS THROUGH THE 14-HOUR, 17-SCENARIO BATTLE STATIONS-21 SIMULATOR, WHICH LED TO A 99 PERCENT SUCCESS-RATE WITH ZERO SAFETY MISHAPS. PETTY OFFICER BUTLER'S EXCEPTIONAL PROFESSIONALISM, INITIATIVE, AND LOYAL DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

GIVEN THIS 18th DAY OF DECEMBER 2012



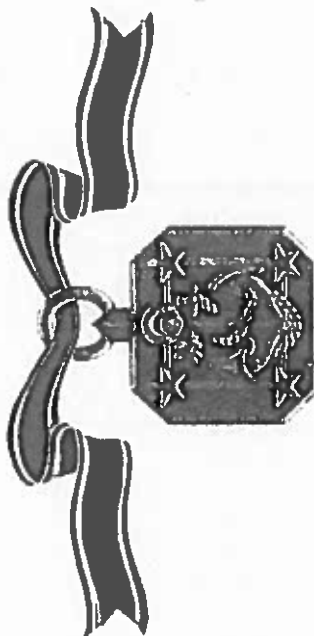
FOR

(b) (6)

CAPTAIN, U.S. NAVY
COMMANDING OFFICER, RECRUIT TRAINING COMMAND

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

6070



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

(GOLD STAR IN LIEU OF FOURTH AWARD)

TO

BOATSWAIN'S MATE FIRST CLASS (SURFACE WARFARE)
JEFFERY D. BUTLER, UNITED STATES NAVY

FOR

PROFESSIONAL ACHIEVEMENT IN THE SUPERIOR PERFORMANCE OF HIS DUTIES AS MESS DECKS MASTER-AT-ARMS IN USS NASHVILLE (LPD-13) FROM FEBRUARY 2007 TO MAY 2007. DEMONSTRATING EXCEPTIONAL FORESIGHT AND INITIATIVE, PETTY OFFICER BUTLER SUPERBLY MAINTAINED THE FOOD SERVICE DIVISION AT HIGHEST LEVELS OF CUSTOMER SERVICE AND SANITATION, CONTRIBUTING SIGNIFICANTLY TO THE SUCCESS OF THE FOOD SERVICE DIVISION AND CREW'S MORALE. HE FLAWLESSLY MANAGED 22 FOOD SERVICE PERSONNEL DURING HIS MESS DECK MASTER-AT-ARMS TOUR. ADDITIONALLY, PETTY OFFICER BUTLER WAS THE DRIVING FORCE BEHIND THE FOOD SERVICE ATTENDANT TRAINING PROGRAM WHICH FACILITATED PROPER SANITATION TECHNIQUES, TEMPERATURE CONTROLS, AND EQUIPMENT OPERATION. HIS SUPERB MANAGEMENT SKILLS AND ADMINISTRATIVE ACUMEN LED TO THE SUCCESSFUL ACCOMPLISHMENT OF HIS DUTIES AS MESS DECK MASTER-AT-ARMS. PETTY OFFICER BUTLER'S EXCEPTIONAL PROFESSIONALISM AND SELFLESS DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

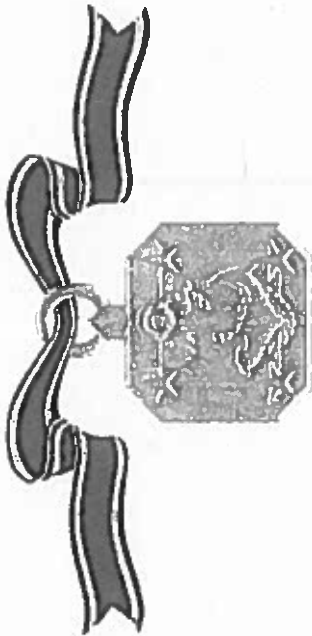
GIVEN THIS 17th DAY OF DECEMBER 2007



(b) (6)
CAPTAIN, U.S. NAVY
COMMANDING OFFICER
USS NASHVILLE (LPD 13)

DEFENSE EXHIBIT C
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

7 of 10



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

(GOLD STAR IN LIEU OF THIRD AWARD)

TO
BOATSWAIN'S MATE SECOND CLASS (SURFACE WARFARE)
JEFFERY D. BUTLER, UNITED STATES NAVY

FOR

PROFESSIONAL ACHIEVEMENT IN THE SUPERIOR PERFORMANCE OF HIS DUTIES AS RIG CAPTAIN IN USS NASHVILLE (LPD 13) FROM JUNE 2006 TO DECEMBER 2006. PETTY OFFICER BUTLER CONSISTENTLY PERFORMED HIS DEMANDING DUTIES IN AN EXEMPLARY AND HIGHLY PROFESSIONAL MANNER. DISPLAYING UNPRECEDENTED LEVELS OF TECHNICAL EXPERTISE, HE DIRECTED OVER 12 UNDERWAY REPLENISHMENTS WITH REPLENISHMENT SHIPS FROM 3 DIFFERENT COUNTRIES. HIS EFFORTS DIRECTLY RESULTED IN THE SAFE AND EFFICIENT TRANSFER OF OVER 2 MILLION GALLONS OF MARINE FUEL, 60 THOUSAND GALLONS OF AVIATION FUEL, AND 450 PALLETS OF STORES. THESE REPLENISHMENTS WERE OFTEN CONDUCTED IN THE MOST DEMANDING ENVIRONMENTAL CONDITIONS AND WERE VITAL TO NASHVILLE'S ABILITY TO SUSTAIN UNDERWAY OPERATIONS IN SUPPORT OF THE GLOBAL WAR ON TERROR. PETTY OFFICER BUTLER'S EXCEPTIONAL PROFESSIONALISM AND SELFLESS DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND UPHELD THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

GIVEN THIS 27TH DAY OF NOVEMBER 2006

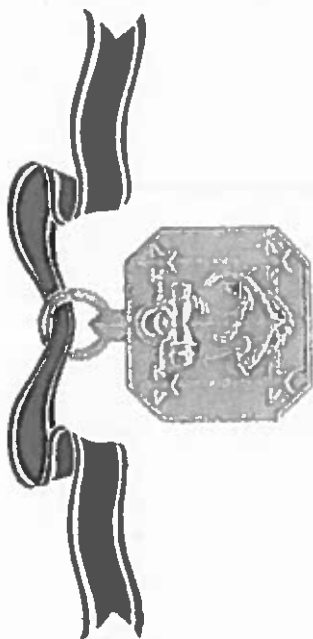


CAPTAIN, U.S. NAVY
COMMANDING OFFICER
USS NASHVILLE (LPD 13)

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

C

8 of 10



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

(GOLD STAR IN LIEU OF SECOND AWARD)

TO

BOATSWAIN'S MATE SECOND CLASS (SURFACE WARFARE) JEFFERY D. BUTLER, UNITED STATES NAVY

FOR

PROFESSIONAL ACHIEVEMENT WHILE SERVING AS HAZMAT WORKCENTER SUPERVISOR, HARBOR OPERATIONS DEPARTMENT, NAVAL STATION, MAYPORT, FLORIDA FROM NOVEMBER 2002 TO NOVEMBER 2005. PETTY OFFICER BUTLER'S SUPERIOR LEADERSHIP ENSURED THE EXPEDITIOUS RECOVERY AND DISPOSAL OF OVER 15,000 GALLONS OF ONLY WASTE SAVING THE U.S. NAVY IN EXCESS OF \$72,000 IN OUTSIDE CONTRACTOR COSTS. PETTY OFFICER BUTLER'S PROFESSIONAL ABILITY, PERSONAL INITIATIVE, AND LOYAL DEVOTION TO DUTY REFLECTED GREAT CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

GIVEN THIS 22nd DAY OF SEPTEMBER 2005

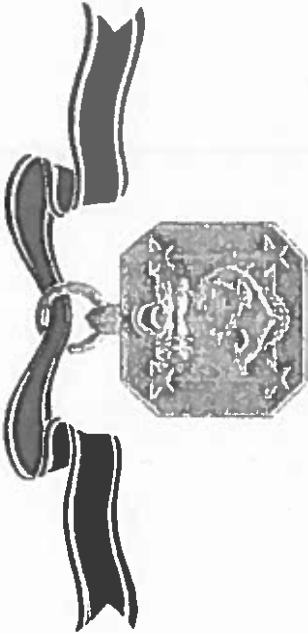


(b) (6)

CAPTAIN, U.S. NAVY
COMMANDING OFFICER
NAVAL STATION MAYPORT

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

90170



DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

TO

BOATSWAIN'S MATE THIRD CLASS (SURFACE WARFARE) JEFFERY D. BUTLER, UNITED STATES NAVY

FOR

"PROFESSIONAL ACHIEVEMENT WHILE SERVING AS DECK DEPARTMENT SUPERVISOR IN USS BONHOMME RICHARD (LHD 6) FROM MAY 1998 TO OCTOBER 2002, DISPLAYING EXCEPTIONAL SEAMANSHIP, PETTY OFFICER BUTLER LED OVER 500 SUCCESSFUL LANDING CRAFT OPERATIONS AS RAMP MARSHALL AND WELL DECK PETTY OFFICER IN CHARGE. HE SUCCESSFULLY SUPERVISED OVER 50 SEA DETAILS AS LINE PETTY OFFICER AND OVER 100 UNDERWAY REPLENISHMENTS AS A RIGGER AND RIG CAPTAIN ACHIEVING A FLAWLESS SAFETY RECORD. HE RESPONDED QUICKLY AND CALMLY DURING FOUR STEERING CASUALTIES AS AN EMERGENCY HELMSMAN TO ENSURE THE SHIP MAINTAINED POSITIVE RUDDER CONTROL. ADDITIONALLY, HE RIGOROUSLY TRAINED AND QUALIFIED TEN AFTER STEERING HELMSMEN AND FOUR ANCHOR PETTY OFFICERS IN CHARGE ACHIEVING THE DISTINCTION AS THE FIRST THIRD CLASS PETTY OFFICER ASSIGNED TO THE SEAMANSHIP TRAINING TEAM. PETTY OFFICER BUTLER'S INITIATIVE, PERSEVERANCE, AND LOYAL DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE."



GIVEN THIS 15TH DAY OF OCTOBER 2002

(b) (6)

CAPTAIN, UNITED STATES NAVY
COMMANDING OFFICER
USS BONHOMME RICHARD (LHD 6)

COMMANDER, NAVAL SURFACE FORCE, U.S. PACIFIC FLEET

PRESENTS THIS CERTIFICATE TO

BM1(SW) Jeffrey Butler

USS GERMANTOWN (LSD 42)

IN RECOGNITION OF YOUR EXCEPTIONAL COMMITMENT TO EXCELLENCE AND SUPERIOR PROFESSIONAL AND PERSONAL STANDARDS, IT IS WITH GREAT HONOR THAT WE RECOGNIZE YOU FOR YOUR DAILY DECK-PLATE LEADERSHIP, SETTING THE EXAMPLE FOR YOUR SAILORS AND LIVING OUR NAVY'S CORE VALUES. CONGRATULATIONS ON YOUR SELECTION AS

SAILOR OF THE YEAR FOR CY 2014

VADM, USN, RET.
WEST COAST PRESIDENT
SURFACE NAVY ASSOCIATION

VADM, USN
COMMANDER, NAVAL SURFACE FORCE
U.S. PACIFIC FLEET

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

1 of 2



USS GERMANTOWN (LSD 42)

Senior Sailor of the Year FY14

Presented to

BM1 (SW) Jeffery D. Butler

For Recognition of Outstanding Performance

Selected on the 27th of October 2014.

(b) (6)

*Commanding Officer
USS GERMANTOWN (LSD 42)*



DEFENSE EXHIBIT D
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

2 of 2



DEPARTMENT OF THE NAVY

COMMANDING OFFICER
USS GERMANTOWN (LSD-42)
FPO AP 96668-1730

1650
LSD42
22 Sep 15

From: Commanding Officer, USS GERMANTOWN (LSD 42)
To: BMC(SW) Jeffery D. Butler, USN, XXX-XX-(b) (6)

Subj: LETTER OF APPRECIATION

1. Your personal performance and contributions to GERMANTOWN's mission are greatly appreciated. I would like to personally thank you for the superb dedication you provided as a volunteer for the Chukasamet Primary School event in Sattahip, Thailand on 28 August 2015.

2. As a Chukasamet Primary School Volunteer, you demonstrated your willingness to improve community relations between GERMANTOWN, the Thai Local Community, and Thai Royal Navy by interacting with children through games, friendly contact, and basic English teaching. Your actions will leave a long lasting and positive impression within the local Thai community and across the SEVENTH Fleet area of responsibility.

3. Your overall performance reflects obvious pride in yourself and the GERMANTOWN Team. I wish to offer you my sincere appreciation for a job "Well Done!"

(b) (6)

Copy to:
Electronic Service Record

DEFENSE EXHIBIT E
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

1 of 14

2014

MAKING THE DIFFERENCE

Presented to

Jeffery Butler

On May 5th, 2014

For your loyal dedication and unwavering commitment to the
Sexual Assault Prevention & Response Program in Sasebo, Japan.

Thank you for volunteering and for your outstanding service towards the

SAPR Program's standards. You have truly made a difference.

"Live our Values, Step Up to Stop Sexual Assault."

DEFENSE EXHIBIT E
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

2 of 14

(b) (6)

(b) (6)



Naval Junior Reserve Officers Training Corps

Certificate of Appreciation

For an Outstanding Performance as a Volunteer at the

2012 NJROTC Area 3 Drill Meet

Presented to

BM1 (SW) BUTLER, JEFERY

Name

March 10, 2012

Date

(b) (6)



CDR George D. Elford
NJROTC Area Manager, Area 3

DEFENSE EXHIBIT E
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

3 of 14



Commander Naval Service Training Command

takes pleasure in presenting a LETTER of COMMENDATION to

BOATSWAIN'S MATE FIRST CLASS (SURFACE WARFARE)

JEFFERY D. BUTLER

UNITED STATES NAVY

for service as set forth in the following

CITATION:

For professional achievement while serving as Recruit Division Commander at Recruit Training Command, Great Lakes, Illinois, from June 2010 to July 2011. Petty Officer Butler's polished leadership skills, exemplary diligence, and unswerving devotion to the quality training of the Navy's newest Sailors directly enhanced Fleet readiness. His masterful instructional ability and conscientious mentorship resulted in minimal recruit setbacks due to academic, motivational, or physical fitness deficiencies. Enthusiastic and dedicated to provide every recruit with quality training, he superbly led three divisions, transforming 210 civilians into basically trained and highly motivated Sailors ready for duty in the Fleet. Petty Officer Butler set the standard of performance for all Recruit Division Commanders receiving zero Professional Deficiencies, Training Deficiencies, or Recruit Division Commander Infractions while maintaining the highest caliber of recruit training. Through meticulous attention to detail and relentless commitment to excellence, he distinguished himself as an accomplished trainer, outstanding Recruit Division Commander, and inspirational leader, resulting in the achievement of the Recruit Division Commander Distinguished Leadership Award. Petty Officer Butler's exceptional professionalism, personal initiative, and unswerving devotion to duty reflected credit upon himself and were in keeping with the highest traditions of the United States Naval Service.

Given this 22nd day of September 2011

(b) (6)

Rear Admiral, U.S. Navy

DEFENSE EXHIBIT E
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

4 of 14



All Children Can And Will Learn

Aurora East Schools

District 131

East High School

500 Tomcat Lane • Aurora, Illinois 60505-5278

Telephone (630) 299-8086 Fax (630) 299-8087



15 January 2011

From: Senior Naval Science Instructor, EAST AURORA HIGH SCHOOL

To: BM1 Jeffery Butler, USN

Subj: LETTER OF APPRECIATION

1. I would like to extend my personal "thank you" and appreciation for your participation as a judge at the 6th Annual TOMCAT NJROTC Drill Meet. Your military bearing, appearance and proper protocol served as an outstanding example of how our active duty military conduct themselves on a daily basis. The positive impact you had on all the NJROTC cadets that attended is immeasurable. You contributed to something that these young patriots will carry with them for the rest of their lives. Again, thank you for a job extremely well done.

(b) (6)

LCDR, USN, RET
Senior Naval Science Instructor

DEFENSE EXHIBIT E
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

50 of 14



Naval Junior Reserve Officers Training Corps

Certificate of Appreciation

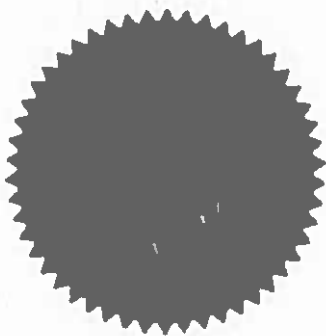
For an Outstanding Performance as a Volunteer at the

2011 NJROTC Area 3 Drill Meet

Presented to

BM1(SW) Jeffery Butler

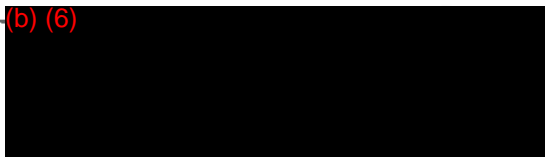
Name



March 11, 2011

Date

(b) (6)



NJROTC Area Manager, Area 3

DEFENSE EXHIBIT E
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

6 of 14



Proviso West High School NJROTC
4701 W. Harrison, Hillside, IL 60162 (708) 202-6282

December 6, 2010

From: Senior Naval Science Instructor, Proviso West High School
To: BM1(SW) Jeffery Butler

Subj: LETTER OF APPRECIATION

1. On behalf of the cadets and Naval Science Instructors of Proviso West High School's NJROTC unit, I would like to thank you for your superb professionalism as a Personnel/Uniform Inspector during our NJROTC Annual Military Inspection, December 3, 2010, for 450 cadets.
2. Our cadets invested many hours preparing their uniforms, learning military knowledge, and practicing basic drill. Your willingness to volunteer your limited off-duty hours, and travel quite a distance in Chicago traffic, to help mentor our cadets in military bearing and performance was instrumental in securing an overall satisfactory, the highest grade possible, for their efforts. Your recruiting poster appearance and demeanor set the standard for them to emulate and will have a positive impact on them for years to come.
3. Please accept my sincere appreciation and congratulations for a job WELL DONE, and best wishes for great success in your future endeavours.

(b) (6)

CDR USN (RET)

DEFENSE EXHIBIT E
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

7 of 14

Presented To

BMI 1 (SW) JEFFERY BUTLER

with sincere appreciation
for your superior dedication
and professionalism as a judge
at the

2010 Stinger Drill Meet

November 6, 2010

Commander

ownship High School

DEFENSE EXHIBIT E
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

80114

(b) (6)

SHIP'S OFFICER, USS ARIZONA takes pleasure in presenting a LETTER
of APPRECIATION to

BOATSWAIN MATE FIRST CLASS
(SURFACE WARFARE)
JEFFERY D. BUTLER
UNITED STATES NAVY

for volunteer services set forth in the following CITATION:

For participation in the USS MARVIN G. SHIELDS/USS ARIZONA
United Way Day of Caring Project at the Waukegan High School on 09 June
2010. Petty Officer Butler volunteered five hours collecting, sorting, and
stacking novels and textbooks in preparation for the summer session and
new school year. His hard work and dedication reflected credit upon himself
and was in keeping with the highest traditions of the United States Naval
Service.

(b) (6)

LT USN
BY DIRECTION

DEFENSE EXHIBIT E
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

9 of 14

Africa Partnership Station

Certificate of Appreciation

to
BM1(SW) Jeffrey D. BUTLER

for participation as an U.S. counterpart and running mate to Maitre Josue Nyobe from our partner nation of Cameroon from April 12, 2009 to May 8, 2009 during Africa Partnership Station. You have built and strengthened relationships through professional and cultural exchange that will significantly contribute to maritime safety and security in Africa.

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

10 & 14

(b) (6)

Commander, Africa Partnership Station
COMDESRON 60/CTF 365/CTG 65.1

(b) (6)

Embarked Trainee Coordinator
Africa Partnership Station



Africa Partnership Station

Certificate of Appreciation

to
BM1 Jeffery D. Butler

for participation as an U.S. counterpart and running mate to Petty Officer Underwater 1 Sampo Moses Gwamma from our partner nation of Nigeria from March 1, 2009 to March 21, 2009 during Africa Partnership Station. You have built and strengthened relationships through professional and cultural exchange that will significantly contribute to maritime safety and security in Africa.

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

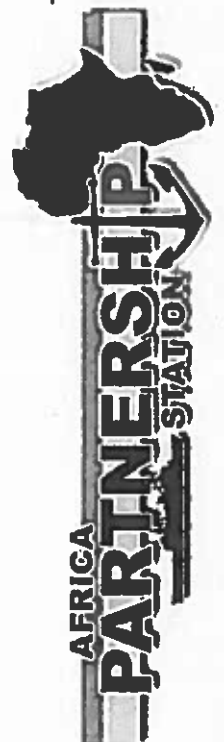
11 of 14

(b) (6)

Commander, Africa Partnership Station
COMDESRON 60/CTF 365/CTG 65.1

(b) (6)

Embarked Trainee Coordinator
African Partnership Station



Commanding Officer, USS NASHVILLE (LPD 13)
takes pleasure in commending

BOATSWAIN'S MATE SECOND CLASS
(SURFACE WARFARE)
JEFFERY D. BUTLER
UNITED STATES NAVY

for services as set forth in the following

CITATION:

FOR PROFESSIONAL ACHIEVEMENT IN THE SUPERIOR PERFORMANCE OF HIS DUTIES AS A MIDSHIPMEN RUNNING MATE ONBOARD USS NASHVILLE (LPD 13) FROM 02 JUNE TO 02 JULY 2006. PETTY OFFICER BUTLER CONSISTENTLY PERFORMED HIS DUTIES IN AN EXEMPLARY AND HIGHLY PROFESSIONAL MANNER. HIS PERFORMANCE, LEADERSHIP, AND MOTIVATION IN TEACHING FOUR MIDSHIPMEN HOW HIS DIVISION AND DEPARTMENT OPERATES ON A DAILY BASIS LEFT A FAVORABLE IMPRESSION OF TEAM NASHVILLE ON THEM. HIS EXEMPLARY ROLE MODEL AND WILLINGNESS TO SHOW MIDSHIPMEN HOW ENLISTED PERSONNEL WORK ONBOARD WERE IN KEEPING WITH NASHVILLE'S COMMITMENT TO MAINTAINING HIGH STANDARDS OF EXCELLENCE. PETTY OFFICER BUTLER'S EXCEPTIONAL PROFESSIONAL ABILITY, INITIATIVE, AND LOYAL DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND THE UNITED STATES NAVAL SERVICE.

(b) (6)

Captain, U.S. Navy
Commanding Officer
USS NASHVILLE (LPD 13)

DEFENSE EXHIBIT 5
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

12 of 14



DEPARTMENT OF THE NAVY

NAVAL STATION

MAYPORT FLORIDA 32228-0112

IN REPLY REFER TO:

1650

Ser N1/130

14 Jan 05

From: Commanding Officer, Naval Station, Mayport
To: BM2(SW) Jermy Butler

Subj: LETTER OF APPRECIATION

Encl: (1) Certificate

1. I want to personally thank you for your support of the Salvation Army's Red Kettle Campaign 2004 by volunteering your time over the holiday season. Your efforts proved to be vital in raising over \$8,000 and will help support the needs of this organization and benefit the families and children in the Jacksonville area.

2. As Commanding Officer, I extend my personal thanks and I know your experience, good judgment, and demonstrated professionalism will continue to enable you to meet the many challenges of the local community that lie ahead. Thank you again for a job "well done."

(b) (6)

DEFENSE EXHIBIT E
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

130414



COMMANDER AMPHIBIOUS GROUP THREE

The Commander, Amphibious Group THREE takes pleasure in commending

BOATSWAIN'S MATE SEAMAN
JEFFERY M. BUTLER
UNITED STATES NAVY

for service as set forth in the following

CITATION:

"For commendable service while serving as Well Deck Ramp Marshall, USS BONHOMME RICHARD (LHD 6) from January 2000 to July 2000. Seaman Butler consistently performed his demanding duties in an exemplary and highly professional manner. Displaying exceptional skill and seamanship, he was instrumental in the safe launch and recovery of 162 Landing Craft Air Cushion's. During initial on-load for conducting Exercises EAGER MACE, EASTERN MAVERICK, SEA SOLDIER and final offload, he helped maintain a high level of awareness in the well deck for all evolutions. His knowledge and ability to direct assault craft in and out of the well deck enabled him to train and qualify other division personnel. Additionally, he orchestrated vehicle movements in the ships well deck, helping ensure a quick and safe on load and off load of vehicles from each craft. Seaman Butler's exceptional professionalism, initiative, and loyal dedication to duty reflected great credit upon himself and were keeping with the highest traditions of the United States Naval Service."

(b) (6)

Rear Admiral, United States Navy

DEFENSE EXHIBIT E
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

14 of 14

15 May 2018

From: CDR (b) (6) USN
To: BMC Butler's Court-Martial Members

Subj: LETTER ISO BMC JEFFERY BUTLER, USN COURT MARTIAL CASE

1. I am writing this letter at the request of BMC Butler's defense counsel. I received my commission via the Limited Duty Officer Program (Surface Ordnance) in 2001. I have 28 total years of military service, enlisting in 1989 and commissioning LDO in 2001. As an officer at sea, I have served in USS COWPENS (CG 63) as Systems Test Officer, USS HALYBURTON (FFG 40) as Electronic Materials Officer, USS McCAMPBELL (DDG 85) as Weapons Officer and Combat Systems Officer. Ashore, I served as Commanding Officer for Mobile Mine Assembly Unit 10 in Okinawa, Officer-in-Charge of Navy Munitions Command East Asia Division Det. Okinawa, Officer-in-Charge of Center for Surface Combat Systems Det. Mayport, and Commanding Officer for Navy Operational Support Center in Las Vegas, Nevada. I hold an A.A.S. in Electro-Mechanical Technology, a B.S. in Liberal Arts, both from Excelsior College, and a M.A. in National Security and Strategic Studies from the Naval War College. I was the USS JOHN S. McCain (McCAIN) Executive Officer from late July 2016 to October 2017. My current assignment is as Deputy Operational Support Officer, Reserve Component at Fleet Cyber Command/TENTH FLEET. BMC Butler was the Operations Deck Leading Chief Petty Officer during my entire tour onboard McCAIN.

2. Training. McCAIN was my third operational FDNF tour, but her operations and OPTEMPO were unlike anything I had seen before. I reported to McCAIN as the crew was wrapping up her Basic Phase training cycle, and only MOB-E (engineering), MOB-A (aviation) had a few TIER II certifications remain to be completed. I was not present for any of the Seamanship or Navigation certifications. I did follow the ship via Facebook and I saw very professional pictures of some of the Seamanship certification events. I was present and had significant interaction with Chief Butler during MOB-A and flight deck certification. Chief Butler was a stellar leader and mentor to all of his assigned personnel during the certification process. Although extremely difficult to plan and manage due to a dynamic and uncertain ship's schedule, we developed a routine and battle rhythm to maintain our certifications, completing our Recurring Exercises (RE's), through planned training events on Saturdays. One Saturday was set aside for a ship-wide General Quarter (GQ) events, which integrated other warfare areas such as Air, Surface, Sub-Surface, Seamanship, Medical and Engineering. The following Saturday, we exercise a condition II Damage Control drill, which included integration of other specific warfare areas, but not as complex as GQ. As Repair 2 Locker Leader, I constantly observed Chief Butler exercising deckplate leadership and teaching all of his assigned personnel.

During my various tours in the FDNF AOR, I've seen and experienced an increasing trend towards the shortening of individual ship's training. Completing operational tasking and higher headquarters demands in lieu of basic and advance shipboard training events became the standard. During my time as Executive Officer on McCAIN, I recall reading Meritorious Service Medal citations for ship Commanding Officers praising their ability to shorten shipboard training cycles, almost in half, and making their ships available for tasking much earlier than

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

1047

expected. From talking to peers on the east and west coast of the United States, this particular proclivity was not the norm and ship's schedules are strictly adhered to. Certainly, of my three shipboard tours in FDNF, my tour onboard the McCain was the toughest and due to the extremely high OPTEMPO. With regards to the McCain's specific incident, I believed the bridge watchstanders were properly trained on the Integrated Bridge Navigation System (IBNS). During all Planning Board for Training (PB4T) meetings, the Seamanship Training Team (STT) leader (the ship's Navigator per NAVDORM) didn't voice any concerns over bridge training or performance during STT drills. All Afloat Training Group RE's and score cards entered by the STT leader reflected satisfactory score and were all within required periodicity.

3. IBNS. This particularly complex system was installed during the ship's Extended Dry-Dock Selected Restricted Availability (EDSRA). Just prior to my arrival onboard the McCain I was told a NAVSEA team came onboard to train the bridge team on it, but only Quartermasters attended the training. Per the NAVDORM, all bridge watchstanders should have attended this training so the ship's Navigator, tasked with training all bridge watchstanders should have made this mandatory to a greater number of members who would be bridge watchstanders. I suspect the entire ship was busy with multiple training events (taking place simultaneously) as this particular training took place in May 2016, a mere month after Chief Butler's arrival to the command. Shortly after the ship's collision, NAVSEA issued over 20 Fleet Advisories on this complex system directing immediate changes that if not followed could result in the "perceived inadvertent loss of steering or throttle control."

4. Military Character. BMC Butler's reputation on the ship is of a tried & tested leader and mentor. I could always count on him to get the job done and on time. I specifically recall his leadership and mentoring abilities during our biweekly Flight Deck Crash and Salvage drills. Due to the high turnover of personnel in FDNF, Chief Butler ensured all of his assigned personnel were constantly ready and train to execute flight operations at a moment's notice. Moreover, due to the nature of the ship's continuous operations, Chief Butler was the lynchpin in the safe execution of countless Replenishments-at-Sea (RAS); one of the most dangerous evolutions involving two ships maneuvering at extremely close quarters.

After the collision, Chief Butler continued to execute the mission flawlessly. I could count on him to lead his division and department as if nothing had occurred. The fact that the ship's crew never gave up and excelled at damage control efforts was largely due to his keen ability to lead. In fact, multiple flag officers who visited the ship couldn't tell the ship had just been in a major collision at sea. Chief Butler was key in restoring and maintaining the daily routine, which aided and lifted crew morale.

Moreover, Chief Butler was instrumental recovery efforts. Due to logistics and material constraints, Chief Butler selflessly stepped up and used his rigging and forklift skills to help in the transfer of remains from the water line to the preliminary identification tent located on the pier. Despite having worked a 12-hour day, Chief Butler nobly supported recovery efforts late into the night.

Lastly, Chief Butler was instrumental in securing the ship for heavy lift in record time. What would normally take 30 days to accomplish, the ship was able to complete in approximately 10

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

20 of 47

days and largely due to his efforts. Chief was instrumental in setting up tri-walls for securing the ship for sea and configuring the ship for a complex dead-stick move/tow through the world's busiest waterway.

5. I know that if this letter is used, it is because BMC Butler was found guilty at a court-martial for dereliction of duty related to training and the ship collision last summer. If you have any questions, I may be reached at (b) (6) or (b) (6)

(b) (6)

J. L. SANCHEZ
CDR, USNR

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

3 of 47



DEPARTMENT OF THE NAVY
USS JOHN S. MCCAIN (DDG 56)
UNIT 100161 BOX 1
FPO AP 96672

IN REPLY REFER TO:

1000
Ser DDG 56/106
17 May 18

JOINT LETTER

From: Commanding Officer, USS JOHN S. MCCAIN (DDG 56)
Executive Officer, USS JOHN S. MCCAIN (DDG 56)

To: The Court-Martial

Subj: BMC(SW) JEFFERY D. BUTLER, USN, XXX-XX (b) (6)

1. We are writing a joint letter in support of Chief Petty Officer Butler at his defense attorney's request. We met her in person when she visited the ship in February, and provided the following information to her by phone for this letter.
2. CDR (b) (6) attended the University of Notre Dame and received his commission in January 2001 through the Naval Reserves Officer Training Corps. He later earned a Master's in Business Administration from the Kellogg Graduate School of Management (Northwestern University). At sea, CDR (b) (6) served aboard USS KINKAID (DD 965), USS FLETCHER (DD 992), USS BONHOMME RICHARD (LHD 6), USS MOMSEN (DDG 92) and commanded Mine Countermeasures Crew EXULTANT. His shore and staff assignments include executive assistant to the Chief of Legislative Affairs, special assistant to the Chief of Naval Operations, legislative fellow to U.S. Senator John McCain, and federal executive fellow at the Center for Strategic and International Studies. He took command of USS JOHN S. MCCAIN in December 2017. CDR (b) (6) graduated from the United States Naval Academy and was commissioned in May 2001. At sea, he served aboard USS GARY (FFC 51), Mobile Security Detachment SEVEN ONE, USS PREBLE (DDG 88), and commanded USS SIROCCO (PC 6). Ashore, he served as an Ocean Systems Watch Officer at Joint Maritime Facility St. Mawgan, United Kingdom, and as a logistics planner at Special Operations Command Africa in Stuttgart, Germany. CDR (b) (6) is a graduate of the Advanced Command and Staff Course at the Defence Academy of the United Kingdom's Joint Services Command and Staff College, and has a Master's Degree in Defence Studies from King's College, London. In December 2017, he reported to USS JOHN S. MCCAIN as Executive Officer.
3. BMC Butler is a solid Chief. We have been very impressed by the way he has maintained a positive attitude in the face of this trial. He has, in fact, shown more impressive resilience and done a better job keeping his head up in the aftermath of the incident than many other of the Chiefs onboard. He continues to lead his division, runs the ship's indoctrination program (a two-week course for new Sailors checking onboard) and participates in Discipline Review Boards. He is a net benefit to the ship. We believe he is well liked and respected by the Wardroom, Chief's Mess and crew alike. As the Deck Division leading Chief Petty Officer, he has many Sailors who fall into the "at risk" category during a long shipyard period. His direct engagement and investment in their personal and professional well-being has mitigated what is normally a time when junior Sailors spend their evenings participating in immature, self-destructive behaviors; Deck Division has the highest participation rate for our voluntary weekly evening service projects and that is no doubt connected to the Chief Butler's positive influence. At khaki call on the fore'sle, his booming "Good morning" continues to receive a hearty "Good morning, Boats!" in return from the assembled Officers and Chiefs in a ritual call-and-response that speaks to the niche that he fills in the group culture. It is clearly a respected one.

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

40147

Subj: BMC(SW) JEFFERY D. BUTLER, USN, XXX-XX (b) (6)

4. We are aware of the fact that BMC Butler is pleading guilty to the dereliction charge for training related to last summer's collision. Nevertheless, he hasn't put his pack down – he continues to get the job done, and do it well, every single day. He still stands Officer of the Deck in port. From what we have observed over the last five months, his watch standing is sharp and professional. He's clearly knowledgeable and clearly cares about training and continues to train his watch team. He's still a functioning member of our team despite this case hanging over him, and we give him a lot of credit for being able to still effectively lead and perform during this challenging season of his life.

5. If you need to reach us, you may contact the XO at (b) (6)

(b) (6)

(b) (6)

R. T. EASTERDAY
Executive Officer
USS JOHN S. McCain (DDG 56)

M. D. MURPHY
Commanding Officer
USS JOHN S. McCain (DDG 56)

5 Apr 18

From: LT (b) (6), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this at the request of BMC Butler's defense counsel. I enlisted in August 1997 and reported to USS RODNEY DAVIS (FFG 60) from November 1997-2002 as a SN. When I left RODNEY DAVIS, I had been promoted to BM2, was serving as Lead Search and Rescue (SAR) Swimmer and had qualified Helm, Lee Helm, Lookout, and all those other BM1 quals. Then I went to Fleet Training Center San Diego to be a SAR instructor from June 2002-October 2005 before reporting to Afloat Training Group Pacific Fleet for one year as a SAR instructor/evaluator. Next I reported to USS RENTZ (FFG 46) from 2005-2009. In February 2009 I was commissioned an ENS (6110 designator - Deck/Surface) and transferred to ACU-FIVE as OIC DIVO. In January 2011 I reported to USS ABRAHAM LINCOLN (CVN 72). In January 2013, I reported to USS GERMANTOWN (LSD 42) left in June 2015. I am currently stationed at Naval Base Kitsap at Port Operations Security Officer, and I will retire this year after nearly 22 years of service.

2. I met then-BM1 Butler when we were stationed on GERMANTOWN. As Bos'n, I was responsible for many evolutions and for qualifying our personnel. BM1 Butler was an amazing young man. He hit the deck running and did everything he could to support our people and our mission. We were up running around the clock checking people's PQSes, doing Flight Deck, Well Deck, etc. He quickly qualified in all aspects of Deck Operations. He was just amazing. We were the first Amphib Assault Ship in FDNF to certify MOB-S, our Deck Department's hardest qualifying tests. He was invaluable to ensuring documentation was correct in our Relational Administrative Database (RADM). He was my right-hand man.

3. He took training very seriously because I was always on him asking if things were getting done, do I need to give more training, and he would come up with the plans to ensure people would get finished if they came up in yellow. Between he and I we had different methods of training - I was old-school and he was new-school. We really gave the kids different aspects of training to ensure they were learning. By new-school, I mean he'd be able to answer the kids' questions and "dumb it down" or reword it so they could understand what was being asked of them. He was able to relate to the younger generation for sure. He was on the Seamanship Training Team and would make sure the Forward Lookout, Helm, Lee Helm and Master Helmsman would know what they were doing. He didn't take that stuff lightly at all.

4. Of my 86 kids in Deck, he had 30-40 of them and he was involved in every aspect of their qualifications. BM1 Butler was so good at taking care of other people - really involved in each individual's careers, whether they were getting the correct qualifications, training, OJT, etc., taking into account. I was really proud to serve alongside of him. I told him to put in an LDO package because he really takes care of personnel. If you take care of personnel, the mission takes care of itself. The first year I was there, we were in port 94 days of 365. Because the ship had not passed its life-cycle in 22 months, we got shut down and weren't allowed to do anything.

DEFENSE EXHIBIT F
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

6 of 7

We recertified MOB-S, all the other ATG requirements. We were the first FDNF ship in five years to completely requalify everything in 2014. Since we were down they decided to knock us out with INSURV, and though we had a lot of waivers because they needed us back out to sea, we were able to pass. We completed numerous missions, including POTUS missions, that hadn't been done before (such as flight deck ops).

5. It was amazing that we were leading at the tip of the spear and we were told our training wasn't adequate, but ATG would still pass us. People didn't believe that we were able to do what we were doing, but when they came out and surveyed us, we passed. That was a combination of having a strong leadership team. BM1 was running back and forth from Flight Deck to Well Deck getting members qualified and taking care of ops. We just kept leading and never told anybody NO – always figured out how to do it within the confines of instructions and regulations. Every time we were briefing the Captain he would execute if we were comfortable with it. During my 30 months in GERMANTOWN we never missed a mission and never got anybody injured – line handling, crane ops, well deck. It was amazing what we were able to do – constantly forward-deployed, and he was one of the driving forces of maintaining quals for Flight Deck and Well Deck. He was getting ready to go back to a "safe Navy", but engaged in very hazardous conditions and always putting safety first. He was in charge of telling the Captain everything was good to go, and the trust aspect there was important. If someone needed something to get done and they couldn't get me, they would go to him.

6. I know that if this letter is used, it is because BMC Butler was found guilty at his court-martial for dereliction of duty regarding training that was in a way related to the collision of USS MCCAIN (DDG 56) last summer. When I heard what he's being charged with, that's just impossible. There's no way he'd put someone in that position – for him, safety of Sailors come first, then safety of equipment. Around the end of 2014 just after we completed our Aviation Certification, I saw him tackle a Shipmate once on Flight Deck Ops when an Osprey came in and saved her life, because he was afraid of the bird hitting her. There are people out there who do the gun-decking and he's not one of them, not at all. He's the one that needs to be out there, HE DOES IT RIGHT!

7. Thank you for your time. If you have any questions, I may be reached at (b) (6) or (b) (6)

(b) (6)

LT, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

70 of 47

13 Apr 18

From: LT (b) (6)
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this at the request of BMC Butler's defense counsel. I joined the Navy in 1998 and reported to Great Lakes in July. As an enlisted sailor I have served on board USS BRIGE (AOE 10) as a deck hand and deck supervisor, Intermediate Maintenance Facility PACNORWEST in Bangor, Washington as a painter/rigger, USS NASHVILLE (LPD 13) as 2ND Division LPO, and USS GEORGE H W BUSH (CVN 77) as 2ND Division LPO. After receiving my commission in 2010 I reported to USS WHIDBEY ISLAND (LSD 41) as Ship's BOSN and then reported to Naval Beach Unit Seven in Sasebo, Japan. I am currently assigned as First Lieutenant on USS JOHN P. MURTHA (LPD 26). My source of commissioning was through the Limited Duty Officer program.
2. I met BMC [BM2 at the time] Butler when we were stationed on board USS NASHVILLE LPD 13 together. We were both assigned to Second Division. I was the Work Center Supervisor and ALPO and he was assigned as a deck plate supervisor. We both promoted to BM1 while we were on board. When I transferred from the ship, he relieved me as the 2ND Division LPO. My first impressions of BMC where that he was professional, eager to learn new things and share his own knowledge, and had a calm collected demeanor.
3. After Butler settled in to the division he spent time on the deck plates supervising and training sailors in Deck Operations, Watch stations, and general sailorization topics. He was able to break topics down and convey them for all sailors to understand. He would provide individual training as necessary and provided a good learning environment.
4. BMC was a unique leader that held his sailors accountable for their actions and responsibilities, yet we would be the first to jump in and take care of a sailor in need. He was/is respected to this day by the sailors he has touched. I've watched him take a sailor who struggled with basic tasks and he turned them on to the right path. I remember a Deck Seaman who was on the path to a dishonorable discharge, who had been to CO's Mast twice in a six month period. Butler saw potential and in less than a year the sailor was standing in front of the command being frocked to Third Class Petty Officer.
5. Butler was able to balance mission, training, and sailors needs well. He ensured that we had set deck related training each week. That training was geared strictly to watch-standing and deck operations. The trainings were built based on the PQS and were almost always hands-on.
6. I know that if this letter is used, it is because BMC Butler was found guilty at his court-martial for dereliction of duty regarding training that was in a way related to the collision of USS MCCAIN (DDG 56) last summer. I know that BMC had transferred to MCCAIN and was shocked to hear about the collision. I immediately touch base with a couple of other shipmates to see if Butler was OK or involved in anyway. To hear that he was being charged with dereliction

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

8 of 47

of duty was just as shocking. BMC Butler, since I have know him, is not the type of person or sailor that would place another sailor on a watch-station if they did not know what they were doing or if they were not capable of standing that watch. BMC Butler is a great person professionally as a sailor and also in general as another human being. He is definitely not a sailor who would just sit back and allow this type of incident.

7. Thank you for your time. If you have any questions, I may be reached at

(b) (6)

(b) (6)

LT, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

90f47

03 May 18

From: LT (b) (6), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this at the request of BMC Butler's defense counsel. I commissioned in May 2013 through the Virginia Military Institute. My first duty station was USS GERMANTOWN (LSD 42) as 1st DIVO and Assistant First Lieutenant (AFL), until I detached in August 2015. After attending several schools, I reported to USS COLE (DDG 67) as Damage Control Assistant and then the Assistant Chief Engineer. I am currently stationed at Naval Surface and Mine Warfighting Development Center (SMWDC) Amphibious Maritime Warfare (AMW) Division Little Creek, as an AMW Warfare Tactics Instructor (WTI) on the N7 Staff in Little Creek for shore duty.
 2. I first met then-BM1 Butler when we were stationed on GERMANTOWN. At first, I did not interact much with him since he was Deck Admin/2nd Division, and I was 1st Division. He kept the department up-to-date on various administrative aspects and maintained the training plan with the other BM1s to the point that I did not have to worry about who would be the next trained sailor in various qualifications. Within a few months, we had an LPO shift, and he eventually came to 1st Division, where he served as my LPO for about six months before I was moved to be the AFL. Even then, he and I still worked closely together for well deck operations and administrative assignments for the department.
 3. BMC Butler helped train me to be Well Deck Control Officer (WDCO) qualified. We ended up losing a WDCO qualified Sailor earlier than anticipated while we were in a Selected Restricted Availability (SRA), and he sat down with me and trained me to take over the other spot. Each ship must have a minimum of two qualified personnel. Without him training me, there was no way we were going to pass AMW inspection. His dedicated training helped give me that extra motivation to take the time to sit down and learn the skills needed to safely direct both displacement and non-displacement craft into the well deck. He was one of the few people possessing the patience to explain everything to me at the level of detail I best learn and retain information. He dedicated a lot of his time and trained me for approximately six months. The Captain gave me my letter after earning this qualification, which I would not have gotten without BMC Butler's help. In return, I was able to assist the ship in the execution and completion of the AMW inspection and her mission overall.
- BMC Butler was a mentor to myself and other junior officers, even as a First Class Petty Officer. He was always professional – if I did not understand a concept, he would find other ways to teach me the material. Even in times of frustration, he was very respectful and professional – with BMC Butler it was professionalism 100% of the time. I take seriously the LPO/DIVO relationship, especially because as Junior Officers we may not always have a Chief within the division. The BMCS we had on GERMANTOWN had never served on an Amphibious ship prior to reporting onboard, so he we relied heavily on the expertise and professionalism of BMC Butler. Even with the presence of other Chiefs and Officers within Deck Department, it was apparent that BMC Butler was a critical part of Deck Department's

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

10 of 47

success during Well Deck operations. I never had to worry about something not getting done when it came to BMC Butler.

4. GERMANTOWN Sailors looked up to him. They could go to him with issues behind closed doors in a family kind of way, and he would take time out of his day to train and mentor them. He was always around, not one of those to hide in the berthing or an admin space. He truly was a deck plate leader, and a great example overall of what our Department needed to make sure the work was getting done, our qualifications were up-to-date, and our ship was looking great! He would not qualify a Sailor who did not rightfully earn the qualification through POS/OJT or put an individual on the watchbill position for an evolution that they could not safely or professionally perform. He took our Sailors and their lives into account when training and passing them in qualifications, and knew how much responsibility they could handle. He truly 100% cared about our department. Sailors would come up to him and ask him for training both in and out of the department, especially for Enlisted Surface Warfare Specialist (ESWS) training—he would show them what they missed whether it was on the bridge, forecandle, well deck or flight deck, and say “come back and find me later” and re-board them until they earned their qualification. I would serve on the bridge as Officer of the Deck (OOD) underway, and I never questioned the proficiency and professionalism of the bridge watchstanders trained by BMC Butler. The BM1s onboard were strict about being not ready for a qualification and would not “hand” it over. The Sailor truly had to learn the watch station and understand the system and all its casualties. The Boatswains Mates of the Watch (BMOWs) were proud of the qualification and were up-to-date on all Helm and Lee Helm casualties incase their Sailor froze. BMC Butler along with the other BM1's set this standard early on, along with encouraging the BMOWs to take pride and ownership of their watch teams. On GERMANTOWN there was an expectation and pride to maintain standards, specifically in the Boatswains Mate rate's honors and ceremonies, and BMC Butler set the tone for that.

5. I understand that if this letter is used, it is because BMC Butler was found guilty at his court-martial for dereliction of duty regarding training that was in a way related to USS MCCAIN (DDG 56) and the collision. BMC Butler embodies what it is to be a Boatswain's Mate. He does not take the job lightly. If he takes this much time out to train me as a Junior Officer, you can only imagine what work he put into training his enlisted Sailors and the rest of the ship.

6. Thank you for your time. If you have any questions, I may be reached at (b) (6) (cell).

(b) (6)

A. GERNHARDT
LT, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

110947

27 Apr 18

From: CWO2 (b) (6) USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. For background, I joined the Navy in November 1997 as a Seaman Recruit. My first duty station was the USS BONHOMME RICHARD (LHD-6) from 1998 until 2002. I struck BM onboard the BONHOMME RICHARD, where I made BM3 and was capped at Second Class. I met BMC Butler on this ship when he was a Seaman Recruit. He made Third Class then Second Class with me. I then transferred to Training Support Center San Diego from 2002 until 2005. After that I went to Assault Craft Unit 1 in Coronado, CA from 2005 until 2010. I transferred to USS COMSTOCK (LSD-45) from 2010 until 2014. Here I was capped to First Class. After my transfer I made Chief upon my arrival to Afloat Training Group (ATG) San Diego, where I was stationed from 2014 until March 2018. In March I was selected for Chief Warrant Officer and attended officer training in Newport, RI. I currently have just over 20 total years of service in the Navy.

2. Onboard the BONHOMME RICHARD, then-BM2 Butler was always one to step up and take the lead, despite our junior status at the time. He was a hard-charger who wanted to spearhead every evolution. We did not serve together again but I kept in touch with BMC Butler over the years. I did have the opportunity to inspect BMC Butler onboard the Germantown in Sasebo, Japan when he was a BM1 and I was a BMC working for Naval Beach Group for ATG. Then-BM1 Butler was the Sailor of the Year at the time. He was extremely well-respected on the ship and had all of his people well in line. He was selected for Chief shortly after that. I remember distinctly that BMC Butler was very open and honest with our team about what was not working well on his ship at the time. This struck me because everyone else would want to impress the inspection team and show them all the things that were going well, but BMC Butler was focused on what his team could do to improve. BMC Butler's team knew their jobs very well; his people knew exactly what to do and we could tell they were well-trained. I saw that as a credit to BMC Butler and the people he trained. BMC knows his rate well and is great at training his Sailors. I've always known BMC Butler to be a stand-up guy and Sailor. He has always looked out for his people. His Sailors came first, and his top priority was making sure they were taken care of and well-informed and well-trained.

3. I understand that if this letter is used, it is because BMC Butler was found guilty at a court-martial, and the charge is related to dereliction of duty for training and last summer's collision of USS MCCAIN. My first reaction to hearing what happened with the MCCAIN and BMC Butler's involvement was "that's not him; that's not the guy I know that would be derelict in any duty and in particular anything related to training his people or looking out for them." I am shocked at the idea that BMC Butler could be derelict in his duty. That's not the kind of man, Sailor, or Chief that I know him to be.

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

12047

4. My contact information is (b) (6). Thank you for your time and consideration.

(b) (6)

CWO2, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

131f47

4 Apr 18

From: CMDCM(SW/IW)(b) (6), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this at the request of BMC Butler's defense counsel. I am currently the Command Master Chief on USS MOUNT WHITNEY (LCC 20), which is the SIXTH FLEET flag ship forward deployed to Europe / Africa. I joined the Navy in 2000 and have served aboard USS SAMUEL B. ROBERTS (FFG 58), homeported in both Norfolk, VA and Mayport, FL; Recruit Training Command as a Recruit Division Commander, where I advanced to the rank of Chief Petty Officer, and USS MOBILE BAY (CG 53) home ported in San Diego, CA where I was advanced to the rank of Senior Chief Petty Officer, Master Chief Petty Officer and was selected for the Command Senior Chief Program. I then reported as Command Master Chief to USS JOHN S. MCCAIN (DDG 56), home ported in Yokosuka, Japan, before detaching in October 2016 and reporting to MOUNT WHITNEY. I served with BMC Butler on MCCAIN for 6 months prior to my detachment.

2. Training. I left MCCAIN in October 2016 at the tail end of our training cycle. We were very fortunate on MCCAIN coming out of maintenance availability that we were able to recertify in all our warfare areas. It was challenging but, we were one of the few ships that got a full training cycle through. Due to operational commitments, this was a challenge, but we were able to strategically coordinate with Afloat Training Group Western Pacific. Some of the other FDNF-J ships did not get dedicated training cycle, due to those operational commitments. When I left the ship in Korea, we were operational at sea, doing our job.

3. Military Character. BMC Butler was professional, hard-working, and really cared about his Sailors and his job as a Boatswain's Mate Chief (BMC). Something else that really impressed me was that he was a family man – good father, good husband, and just generally a good human being. From a BM standpoint, he was a professional Sailor and I was very happy with him. He had some big shoes to fill when he came on board – his predecessor had an OOD underway letter, but BMC Butler filled those shoes and really impressed me. He is genuinely a good Chief, approachable and easy to talk to. He wasn't a screamer or yeller – he took time to explain things and talk through it. I never heard anything negative about him. We had a really good Deck Department when I got there, and that was due in part to a good leadership core in Deck Department, including BMC Butler. I was blessed to have a professional and cohesive Mess on MCCAIN.

4. I understand that if this letter is used, it is because BMC Butler was found guilty at a court-martial for dereliction of duty regarding training on the MCCAIN in the timeframe prior to her collision last August. I may be reached at (b) (6) if you have any questions.

(b) (6)

DEFENSE EXHIBIT 8
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

14 of 47

12 Apr 18

From: MMCM(SW/AW) (b) (6), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this at the request of BMC Butler's defense counsel. I have 24 years of Naval service as of March 2018. I served mostly in overseas assignments. I joined the Navy as a Boiler Technician Recruit and reported to USS SIMON LAKE (AS 33) in Sardinia, Italy as my first duty station, then I transferred to Naval Submarine Support Facility New London/Groton, CT. My next duty station was in Italy on USS EMORY S. LAND (AS 39), then I transferred to Naval Air Facility Atsugi, Japan. I returned to sea on USS CARL VINSON (CVN 70) and took her around South America to California. Then I reported to Fleet Logistics Center Yokosuka Site Sasebo, Japan. From October 2014 to September 2017 I served on USS GERMANTOWN (LSD 42), homeported in Sasebo, where I was "A Gang" Leading Chief Petty Officer and became the Top Snipe and/or the Engineering Department Leading Chief Petty Officer. I reported to GERMANTOWN as a Senior Chief and made Master Chief 7 months later. I am currently serving as Production Master Chief at Southwest Regional Maintenance Center (SWRMC) San Diego.

2. I met BM1 Butler on GERMANTOWN. I reported when the ship was in Subic Bay, Philippines. "A Gang" and Deck Divisions work hand in hand, so my interaction with BM1 Butler was on a daily basis. Straight off the bat he impressed me because he was doing the job of a two Chiefs as a BM1. There was no other First Class leadership besides him. He was running the department, involved with every operation (Flight Deck, Well Deck, STT training) – he was always there, all over the place. I was on the Engineer Training Team and he was on the Seamanship Training Team. We would have meetings where all the teams would be in the same room talking about the evolutions to execute as a ship based on where we were in the training cycle. He was very aggressive toward training and safety, from my observation. He was filling the role of 2 Chiefs and 5 PO1s. because that who came and fill the void he left. The evolutions he was involved with were very dangerous – Well Deck, Flight Deck operations, LCU and LCAC recovery, Replenishment at Sea and so on and he was always at the forefront leading.

3. Military Character. As a BM, he was like me in terms of not yelling and cursing at Sailors. He was approachable and could teach his Sailors without screaming and yelling. He was not aggressive in that sense, but his Sailors gravitated to him for his leadership. Normally we don't disclose things about Induction but he came out of his shell as a Chief(select) – we made him uncomfortable and he did very well. I think he was a leader of the Chief(selects). When he left the ship, he left with a COMM – that speaks volumes of where he stood in my CO's and the senior leadership's eyes. He had a great reputation for taking care of Sailors – always had someone at SOQ boards. In my opinion, I wasn't his direct supervisor but I did have a close relationship with his BMCS and I know he took care of Sailors. If I needed to know anything about the Deck Department whether it was personnel or equipment I know I can get the right answer from him.

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

15 of 47

4. August 2017. BMC Butler and I had a conversation in Sasebo a week before the collision. GERMANTOWN was in dry dock and Jeff came back to visit the Mess and see his Sailors. I met him on the mess deck and he was telling me about the deployment schedule and how the MCCAIN OPTEMPO was raised because the STETHEM was grounded, the FITZGERALD's Collision, SHILOH had a missing Sailor, and MCCAIN had to pick up the slack. They were leaving the following Thursday (I think it was) so I saw him a few days before the collision. His concern was the ship was too overtasked with other ships' missions that they had to really put the pedal to the metal in terms of operations. It was just a brief conversation – I was just happy to see him back in Sasebo, and we shared some pleasantries.

5. I know that if you are reading this, it is because BMC Butler was found guilty at his court-martial for dereliction of a training duty on the MCCAIN prior to her collision last August. It was a genuine surprise to me when I saw an email from his defense counsel – I had no idea he could be associated with this not in his character. From my observations, he loves the Navy, Loves being a Boatswain's Mate, he's religious, and he loves his family and he's a really close family man. He's a good human being, a great Sailor, and a wonderful Shipmate to have. If you have any questions, please feel free to e-mail me at (b) (6) or call me in San Diego at (b) (6). Thank you for your time.

(b) (6)

MMCM, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

16 of 47

28 Mar 18

From: BMC(SW) (b) (6), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I joined the Navy in August 1999. My first duty station was USS Nassau from December 1999-Aug 2004. I then transferred to Mid-Atlantic Regional Maintenance Center (MARMC) for shore duty from 2004-2006. I then reported to USS NASHVILLE (LPD 13) from June 2006-September 2009, where I served as a BM2 with BMC Butler who was a BM1 onboard at the time. I transferred to USS SAN ANTONIO (LPD 17), then went to Amphibious Construction Battalion TWO, then back to MARMC again. In January 2018 I reported to USS TORTUGA (LSD 46), where I currently serve as the Deck Department Leading Chief Petty Officer. I pinned on Chief Petty Officer in September 2013, and I currently have 19 total years of service in the Navy.
2. My first impression of BMC Butler was that he was the epitome of great leadership from the get-go. He was the LPO for Second Division and I was the ALPO for First Division. He was one of two First Classes in Deck, and that I could always count on him for advice, problems or help in dealing with deck related concerns or issues or anything in general. We interacted together all the time that we had any Deck evolutions such as Wet Well welldeck operations dealing with LCACs, LCU's, Underway Replenishments or anchoring evolutions. With those kinds of evolutions, he conducted the safety briefs, conducted training, accounted for the safety of the Bos'n Mates, and stepped up as the lead First Class to ensure overall accountability for the evolution.
3. He was very strict in terms of ensuring qualifications and under instruction training was personally conducted, as well as ensuring that proper training was conducted in deck. For the two deployments I served with him on the NASHVILLE, I personally witnessed that the entire Deck Department had 100% qualifications achieved in a safe environment on both the flight deck and well deck with zero discrepancies. In addition, the deck seaman qualified in ESWS, linehandling, Bos'n Mate of the Watch, Master Helmsmen, rigging and safety petty officers, anchor watches, lookouts, low visibility detail watch, bridge crane operators, boat crew coxswains, and phonetalker underway watches.
4. BMC Butler was the type of Sailor that went above and beyond for his sailors. During underway watches, even though we were LPOs and never really stood the watch, he headed to the bridge no matter what time (day or night) to train them. Even for the sailors already trained, he would still go up there to check on them and quiz them. A lot of the First Classes would just stay down in their office, but he would go up on the bridge and talk to his guys on the watch and make sure they were trained and that they knew what they were doing.
5. I understand that if this letter is used, it is because BMC Butler was found guilty at a court-martial, and the charge is related to dereliction of duty for training and last summer's collision of USS MCCAIN. I was kind of shocked hearing that BMC was charged for this, knowing the kind

DEFENSE EXHIBIT E
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
Hofm

of person that he is, the kind of character that he has and the example he has consistently set while we served together. For INSURV on Nashville, we scored above average for deck department material conditions. I find it very hard to believe there was a lack of training on his part because I've known him for ten years knowing his reputation as a First Class just prior to his time onboard the USS McCain. Honestly, I was surprised I made Chief before him. Even after we left NASHVILLE, I probably message him on Facebook once a week. He looks out for his guys with any personal issues. He gets the job done and takes care of business.

6. My contact information is (b) (6). Thank you for your time and consideration.

(b) (6)

BMC

USN

(b) (6)

(B-m-c)

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

18 of 47

27 Mar 18

From: LSC(SW/AW/SCW) (b) (6) USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I joined the Navy in October 1999 and went to SK "A" school after RTC Great Lakes. I reported first to NAS Sigonella, Italy and served there from Spring 2000- to Spring 2002. Then I reported to the Supply Department on USS ABRAHAM LINCOLN (CVN 72) from 2002 to 2004, then transferred to NAS Kingsville, Texas and served there for three years. I next reported to Naval Mobile Construction Battalion FOUR based in Port Huéneme, where I deployed with the Seabees to Iraq, Kuwait, Afghanistan in support of Operation Iraqi Freedom and Operation Enduring Freedom. I reported to RTC Great Lakes for school as a Red Roper in October 2010 and started pushing divisions in April 2011, which is when I met BMC Butler, or Boats. I transferred from RTC in March 2014 after pushing a total of 10 divisions. I have been assigned to the Staff of Commander, Amphibious Squadron EIGHT as the Supply LCPO since March 2014. I was promoted to Chief Petty Officer in 2016.
2. BMC Butler and I met at RTC Great Lakes when we were First Classes together. We were in the same "Ship" together (RTC Barracks are titled by Ship name and referenced as such.) and started out pushing brother divisions when I first got there. Boats had already had a couple divisions prior to that. He mentored me a lot, took me under his wing and taught me the do's and don'ts. He was really supportive and always positive. Boats was there for two divisions and then went to Battle Stations but we kept in touch.
3. For my hold job I went to Battle Stations (BST-21). When I checked in Boats was already there, he was qualified Night Check Chief, which is the highest qual you can get for Battle Stations at RTC. As recruits go through boot camp, at the very end they have to pass night-long evolution, to put all the training they receive to the test as their Capstone (line handling, watch standing, damage control, etc.) For instance, at midnight we have a man overboard a pretty realistic event which re-enforces accountability and a missile attack which starts the damage control portion of training onboard the USS Trayer, which is a 4/5 scale replica DDG. Throughout the each night 4 divisions of recruits and facilitators run eleven events. The Night Check Chief is the one person that's in charge this high risk training evolution and is directly responsible for 43 facilitators and the safe training of 352 recruits. Of the 380 First Classes on base, there were only 4-6 who Night Check Chief qual, and Boats was one of them.
4. Boats really pushed the importance of training at RTC while he was there. He mentored me on many aspects of serving as a Red Roper. One of the big things was line handling - as an SK (now LS), I had no idea about that stuff, so he conducted staff training with us to teach us about it and help me. Boats was also part of the Ship Training Team, another prestigious qualification where you can't have any type of RDC infraction (demerits), or training deficiencies, or professional deficiencies (like something unprofessional) within three divisions. This is a fairly hard qual to get and not everyone gets it. His Battle Station Training Team qual was special too.

DEFENSE EXHIBIT ☒
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

90547

You have to be there for a certain amount of time and be selected for it - we only take the top 10% for their training ability, as it's a fairly visible position. When Boats became part of that he was also part of the tour group - he was the one always up there on the stage for training. He was one of the more seasoned Emcees we had - at one point he was the MC for the CNO as well as many other distinguished visitors.

5. The Core Values are preached so much at RTC, but I never had ANY occasion to question his integrity - we're taught that in school, to put someone in check if you have issues and to see integrity as black and white. I don't live in the grey area as the LS, and I never saw Boats in the grey area either. As a Red Roper, your emotions can take over you, and sometimes you have to walk away from the recruits and take a break. His whole time up there he had a positive impact on me and those around us - the job is taxing, but he always had the Keep Pushing Forward mentality. His positive impact continues weighs a lot on me. For instance, I really struggled at BST-21 with the "Tour Route" to make sure I understood the briefing and the stories (for instance how the firefighting training portion is based on the USS Forestall incident). I was really struggling with it for several days, but Boats stayed late and worked with me on it. He was always willing to help out, even if it would put himself out.

6. I hadn't heard anything from him since the incident when I reached out to him and sent my condolences. I understand that if you are reading this letter, it is because the court found BMC Butler guilty of dereliction of duty related to training and the August 2017 collision of MCCAIN. BMC Butler is legitimately a go-to guy. He's one of the better people I've served with. Just all around at RTC, you couldn't have asked any more out of somebody, and he always delivered.

7. If you need to reach me, my contact information is (b) (6) and (b) (6). Thank you for reading. (b) (6)

LSC, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

200117

16 Apr 18

From: BMC(SW/AW) (b) (6) USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. For background, I joined the Navy in July 2002. My first duty station was USS JOHN F. KENNEDY (CV-67) from October 2002 until August 2007. I then transferred to NAVSUPAC Naples, Italy from September 2007 until September 2010. After that I went to training for 13 weeks and then reported to RTC Great Lakes from March 2011 until March 2014, where I served as a BM2 with BMC Butler, who was a BM1 onboard at the time. I transferred to USS JOHN S. MCCAIN (DDG-56) where I was from April 2014 until April 2017. BMC Butler was my LCPO onboard the MCCAIN. I am now with LCS Crew 217 with PCD Charleston. I pinned on Chief Petty Officer in September 2016, and I currently have 15 total years of service in the Navy.

2. Although I met BMC Butler at RTC Great Lakes, I got to know him more onboard the MCCAIN, which was BMC Butler's first DDG. We were training to get ready for a big inspection when BMC first arrived, so our schedule was hectic. However, Chief Butler was very willing to learn the job and eagerly jumped in to his role as Deck Department Leading Chief Petty Officer. One of BMC Butler's challenges in that job was figuring out the differences from Amphibious ships, which he had spent most of his career on, and DDGs. There were multiple evolution types that were done in a different way on a DDG and the manning was not as robust as that on a big-deck, leading to a more challenging environment. In particular, navigation-related issues like the Integrated Bridge Navigation System (IBNS) were different on a DDG, and our ship had just gone through an upgrade to IBNS, meaning everyone was learning the system on the fly when Chief Butler arrived. There was not much passdown on how to operate the new system either. In fact, we had to send one of our personnel to a sister ship to learn the system, and he had to come back to train all of our people. We used that and the simulator to learn the system, but there was not much formal guidance. BMC Butler was relying on his junior personnel to teach him how to operate the new system, and I do not believe he was required to get re-qualified on it.

3. Despite the challenges of the job, BMC was very open and always willing to take recommendations from his Sailors, including BM1 Paul and me, who were tasked with training him. He picked up the nuances of the job well. Under Chief Butler our division would always be on-point with training and preparation, ensuring everything was done right. He would make us do a task again if it was not done right the first time. Deck Department has a lot of dangerous evolutions and BMC Butler guided us safely through all of them. BMC Butler was very knowledgeable on seamanship, and very big on safety. BMC Butler had lost a Sailor to suicide at his prior command so he was very attentive to his Sailors and to safety issues. Those were some of his top priorities and he always harped on them. BMC wanted us fifteen minutes early for every revolution to ensure nothing was missing. So if sea and anchor was set for 0600 BMC would have us there for 0545 so he could check and make sure all of our work and equipment was good to go. We also had an on-point training program under Chief Butler. Everyone in our

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE 2 of 47

division met their qualifications under him. We would also walk through every evolution ahead of time and do a debrief afterwards. We would discuss what we could do better and do on-the-spot training after the evolution to make sure we learned the right lessons. It was a very stressful environment in the FDNF so it was always tough to keep our guys at their best, but BMC Butler was doing a good job staying on top of everyone ensuring they were doing what they were supposed to be doing. We never had any safety violations that were a result of anything BMC Butler did. We did, however, have one significant instance where the senior leadership did not follow the recommendations of the Deck Division while conducting sea and anchor detail coming into port, and it turned into a very dangerous situation. BMC Butler was upset that the leadership did not follow proper protocol or Deck Division's guidance or navigation recommendation, but discussion of the issue was shut down during debrief.

4. I understand that if this letter is used, it is because BMC Butler was found guilty at a court-martial, and the charge is related to dereliction of duty for training and last summer's collision of USS MCCAIN. My first reaction to hearing what happened with the MCCAIN was surprise because our Deck Department was always very on top of things. I know our people were trained well-enough under BMC Butler to avoid that type of incident. It was very hard for me to believe that happened because I had just left the MCCAIN deck department and I knew our people.

5. My contact information is (b) (6). Thank you for your time and consideration.

(b) (6)

BMC

USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

22 of 47

17 Apr 18

From: BMC(SW) (b) (6) USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I enlisted in the Navy on August 22, 1998 as an undesignated seaman. My first duty station was USS LA SALLE (AGF 3), homeported in Gaeta, Italy. After about four years there, I went to Naval Station Mayport, FL where I was stationed from 2003 until 2006. In March 2006 I transferred to USS NASHVILLE (LPD 13) where I was stationed until October 2009. I then went to Recruit Training Command and was there from early 2010 until August 2013. I next went to Naval Air Station Jacksonville, FL but was only there for about 5 months before I transferred to USS PHILIPPINE SEA (CG 58) in April 2014. In November 2016 I arrived at my current duty station, USS LASSEN (DDG 82), homeported in Jacksonville, FL.
2. I have been stationed with BMC Butler at NAVSTA Mayport, NASHVILLE, and Recruit Training Command (RTC) and he has always been a remarkable Sailor and an even better person. Over the approximately 8 years I had the honor to serve with Chief he was always leading from the front and motivating everyone around him to be ready for the next level of responsibility. He was preparing for the next rank and he wanted his Sailors to be prepared to take his position.
3. BMC Butler was a First Class Petty Officer when we were stationed on NASHVILLE and at RTC and you could tell how much he enjoyed being with the junior Sailors and recruits. He was a real hands-on teacher who would always take the time to explain what needed to be done. Whenever there was a big evolution he would gather up his Sailors and would do a walk through the day before. He was a forward thinker who took great pride in looking beyond the grind of each day. To be honest, sometimes I wish I had what he had. We had a friendly rivalry about who would make rank first and stuff like that but his book knowledge always blew me away. He had this uncanny ability to take these complicated procedures and make it understandable for his Sailors. Even to this day I reach out to him when I have rate-specific questions because I can trust that if he doesn't know the answer he'll work his tail off to find out. He has always been there for me.
4. BMC Butler's leadership is second-to-none. He was the epitome of deckplate leadership and you could tell that his Sailors respected him for it. The best example of the respect and loyalty his Sailors had for him could be seen when he would ask for volunteers for a working party. Everyone knows that it is usually like pulling teeth, trying to scrounge up enough Sailors for a working party but not with BMC Butler. His Sailors would volunteer right away because they knew he would be right by their side during the evolution.
5. I know that if this letter is used, it is because BMC Butler has been found guilty at a court-martial. I am aware that the court-martial was for dereliction of duty related to training and the MCCAIN's collision last summer. I cannot believe it and I won't believe it. He has too much

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
230f47

integrity to put his Sailors in a position to fail. Ever since I've known him he has always done things the right way, and trained his Sailors every chance he had. I know there were issues that lead to the MCCAIN collision but placing the blame on BMC Butler is simply wrong.

6. Thank you for your time. I may be reached at (b) (6)
for any questions. (b) (6)

BMC. USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

24 of 47

14 May 18

From: BMC(SW) (b) (6) USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I enlisted in the Navy in 2005. I left Recruit Training Command in September of the same year and went to SNATD School which I departed from in October. From SNATD School I transferred to USS ABRAHAM LINCOLN (CVN 72) and was onboard from 2005 until 2010. After ABRAHAM LINCOLN I transferred to NSAND Gaeta, Italy and was there from 2010 to 2013. I checked onboard USS JOHN MCCAIN (DDG 56) in 2013 and left in 2016. I am currently stationed onboard USS ANCHORAGE (LPD 23).

2. I met BMC Butler during the first half 2016. He carried himself well and made a good first impression with the Sailors onboard as being fair, approachable and someone you could trust. He got to the ship at the end of dry dock and the beginning of our MOB-S inspections. He got us very well prepared for the inspection and helped us train ourselves back up from a long yard period. We got the training from ATG with BMC and if we had questions he would be able to answer them for us. He was against tribal knowledge and the saying "that's how we always did it." We trained using PowerPoint slides, small group discussions and mustering on stations to walk through evolutions. He was very big on walking through an evolution with the Sailors before it happened. Asking the question what would you do next and if this happened what would be your next plan of action.

3. My biggest memory was our mooring to a buoy and towex when we were in Sasebo. I was the POIC for both and we only had training and the book procedures to go off of for what to do. After we conducted both evolutions we got compliments for it looking smooth and like we have done it multiple times. I have to attribute a lot of this to Chief Butler and his dedication to the division and command.

4. I know if this letter is used, it is because BMC Butler has been found guilty at a court-martial. I am aware that the court-martial was for dereliction of duty related to training and the MCCAIN's collision last summer. He is a good leader and a lot of Sailors would fall in right with him for any evolution. He has good ship experience and was always trying to learn more. He shared a lot of sea stories and made sure we learned from them and you know he learned from them because they stayed with him. I would be happy to work with him again.

5. I can be reached at (b) (6). Thank you for your time and consideration.

(b) (6)

BMC, USN

DEFENSE EXHIBIT E
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

25 of 47

6 Apr 18

From: BMC(SW/SCW) (b) (6), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I joined the Navy on June 24, 1998 and reported to my first duty station, USS CONSTELLATION (CV 64), as an undesignated Seaman. After the CONSTELLATION I was stationed at Naval Station Mayport, FL from November 2002 until November 2005. My next sea duty was USS HARPERS FERRY (LSD 49) from December 2005 until I transferred in January 2009. I then went to USS PEARL HARBOR (LSD 52), homeported in San Diego, CA, in January 2009 and stayed there until February 2011. From March 2011 until July 2014 I was with the sea duty component of Amphibious Construction Battalion ONE, where we deployed to South Korea, demonstrating Contingency Operations. My next duty station was in Japan where I worked with Naval Supply Systems Command (NAVSUP), Fleet Logistics Center (FLC) Sasebo from July 2014 to December 2015. In December 2015 I transferred to my current duty station, Commander, Naval Beach Group ONE in San Diego, CA where I work in the Training and Readiness department.

2. The first time I was stationed with BMC Butler was in Mayport, FL around 2002. He was only a BM3 but you could give him any task, any assignment and you knew it would be executed. Even back then, he took his leadership responsibilities very seriously which is something Boatswain's Mates are extremely proud of. In our community, you are expected to be a leader and a SME when you make BM2 and he was already at that level. And it wasn't just his leadership that noticed his potential, the Sailors under him really responded to his style. They liked the way he carried himself and trusted he would help them get the job done. To be honest, I was hoping he would put in for Warrant Officer or LDO because he had the necessary qualities to succeed in those positions; he is a natural leader, well versed in his job and people responded to him. Remember, this was in 2002 but you could tell that he belonged in those leadership positions. Some people just have that quality, he definitely has it.

3. After Mayport I didn't see him again until around 2014 when we were both stationed in Sasebo, Japan. We were actually neighbors in Sasebo so I had the chance to see him in a couple of different environments and he was always that same stand-up guy. Always that squared away BM. By that time we were both BM1's and he was still a top notch Sailor; I think he was even Sailor of the Quarter and Sailor of the Year on the USS GERMANTOWN (LSD 42). Not long after that we were both selected for Chief. He continued to be a reliable friend and an outstanding Shipmate.

4. I know if this letter is used, it is because BMC Butler has been found guilty at a court-martial. I am aware that the court-martial was for dereliction of duty related to training and the MCCAIN's collision last summer. I cannot imagine Chief Butler not training his Sailors. He would always make sure his Sailors were well-trained before they were qualified to stand those watches. He would never put his Sailors into a position to fail. If anyone failed our fallen Shipmates it was big Navy. The forward deployed fleet kept getting pushed harder and harder,

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

66 of 47

with an inadequate amount of time for maintenance and training. When the inevitable finally happened the Navy had to point the finger at someone. BMC Butler does not deserve this.

5. My contact information is
for your time and consideration.

(b) (6)

Thank you

(b) (6)

BMC, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

27 of 47

4 Apr 18

From: QMC(SW) (b) (6) USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I enlisted in the Navy in February 2003 and reported to Great Lakes for boot camp, then QM "A" School. From there, I reported to USS KAUFFMAN (FFG 59) where I served 6 years. Upon completion of my tour on Kauffman, I served at Port Operations Norfolk for three years as the Tower Operations LPO. After that, I transferred to the USS GERMANTOWN (LSD 42) in Sasebo Japan, where I advanced to Chief Petty Officer with BMC Butler. After completing a 3-year tour Forward Deployed, I returned to Norfolk to serve on the USS BULKELEY (DDG 84) for two years. In January 2018, I reported to Surface Warfare Officer School (SWOS) as the LCPO in Navigation Studies, where I teach Quartermaster Journeyman, VMS 8/9, and Navigation Fundamentals. In three months, I've already helped to push seven classes and 3 special convening's and expect to travel for "special convening's" in Rota and Bahrain to train deploying units.

2. I reported to GERMANTOWN in 2012 when the ship was in SRA, and BMC Butler came on board a few months later. He was one of the good ones; good people and hard worker. His family lived three houses down so our kids played and we barbecued together. At work, he was the go-to – he had a thought process in everything he did. We were both First Classes together and made Chief together.

3. As a trainer, he was able to get the Sailors' attention and put out what was needed and met the criteria above and beyond what was necessary. His Sailors liked working for him – and they went out and used his training for essential things. I was in charge of PO INDOC and he was my right-hand guy. As far as BM stuff, he did a whole lot of training with BMCS Brown to ensure everything was running smoothly – flight deck ops, boat ops, well deck, he knew all aspects of it. The PHIBRON would call us and make us go because they knew we could get it done. If his junior BMs weren't trained, we wouldn't have gotten that status. For instance, the Helmsman requirement to drive any Navy ship doesn't just impact the normal BM world. As a QMC, if I don't have a good Helmsman, I can't pass my MOB-Navigation (MOB-N) inspections. BMC Butler trained the open ocean and Master Helmsman and in Japan, my ATG inspections in the PHIBRON were second to none. We scored a 98 on our last MOB-N and that was largely due to BMC Butler's efforts and the ability of his Master Helmsman. He's the Chief that will meet every mark, every time.

4. BM I Butler is what I wanted to be when I was a First Class – even though he reported after me, I was told to be like him as a First Class! He's firm, fair, and compassionate at the same time. He knows how to be what a Chief should be – knows how to be a Dad, Mom, anything his Sailors need him to be. If he didn't know, which was rare, the Mess did and he knew how to ask. He relied on the Mess, and that's how we were brought up. I know he never forgot that either.

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

28047

5. I know that if you are reading this, it's because BMC Butler was found guilty at the court-martial for dereliction of duty related to the training on MCCAIN before the collision. Part of me knew he might get pulled into this situation on the MCCAIN, but not for training. That really upsets me – he's on par for being ready to go and what to do, and I don't see it. That's not like him. We had the electronic Helm on GERMANTOWN (similar touch screen) like on MCCAIN and he knew that system. You don't go from doing it right to doing it wrong. His record on GERMANTOWN and how well the ship did speaks for itself. We always have backups to the training. I'm not saying everyone's perfect but the holes shouldn't line up like that, that fast. You don't waste good, and BMC is good – WAY good. It would be an absolute shame to waste that.

5. If you need to reach me, my contact information is (b) (6) and (b) (6). Thank you for your time.

(b) (6)

QMC, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

29447

28 Mar 18

From: BM1(SW/EXW/AW) (b) (6), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I joined the Navy in August 2005 and reported to USS NASHVILLE (LPD 13), homeported in Norfolk, from where I detached in July 2009. After that, I went to RIVRON-THREE in Yorktown, Virginia until 2012. Then I went to NRD Houston for recruiting duty until 2016, when I reported to USS HOPPER (DDG 70), homeported in Pearl Harbor, Hawaii. I am currently the LPO of OD Division.

2. I first met BMC Butler in 2007 or 2008 when he transferred to NASHVILLE from San Diego. He was a BM1 when I met him and I was a BM3. My first impression was that he was from New Orleans, charismatic (something we weren't used to on the East Coast!), and a good leader. He took me under his wing, gave me a bunch of PQSes and told me to get started. He took over Second Division LPO the week he got there, which spoke a lot to me about whether the Chiefs thought he was a good leader. He was a great teacher. I wouldn't be where I am without him, by mirroring his leadership. He always spoke with emphasis, and knew how to separate the job from our personal work. He knew what to say to motivate us and taught us a lot about the rate. He had been on a lot of different platforms and said to us you have to know how to be a Bosn's Mate on an Amphib, DDG. He had a lot of character and never had any run-ins. I never heard anything bad about him on the ship or people outside the ship. He had a great reputation on the waterfront as one of the best BMs in the Fleet – very good leader, great family man, and very knowledgeable BM.

3. As a trainer, he was very hands-on. We'd read out of the book and then he'll take the book outside and we'd get our hands onto the equipment. I was the only Seaman that was running the crane. He did stuff by the book – we never did nothing that was outside the Navy guidelines. If it was, he'd run it up the chain of command. Once, he found something wrong in the BM manual regarding the crane, and he brought it to the Captain and the Captain got it changed. He taught me to drive the RHIBs and that helped when I got to RIVRON because I was Coxswain qualified. He taught me anchoring, UNREPs, and helped me get Boatswain Mate of the Watch qualified. He taught my guys Master Helmsman, how to ride the waves, how to steer, how to report different casualties. He taught me extra stuff – he took his training responsibility head-on. He was on the Damage Control Training Team and we used to get lackadaisical but he came in and told us to get serious. It paid off because we had a laundry room fire on deployment and we went to it and our training came back to us. He wasn't afraid to speak up if he felt his people weren't trained to his standards. He held us all to a very high standard.

4. BM1 Butler mentored me in leadership. I had another BM3, BM3 (b) (6), who was #1 on the ship and I wanted to catch him. BM1 Butler told me not to be mad, but to learn from him and ride his coattails to the top. He always told me to fill in my spot and continue to ride, don't worry about nobody else. I took that and passed it on to other people. He set me up for success – got me CAP'd to BM2 (I missed it by 0.002), and told me to be qualified in all these things to

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

20 of 47

be successful. I ended up leaving NASHVILLE as the #2 Sailor on board. When I made BM1, he reached out to me. Now that I made board this year, he reached out to me and said "this is your time." He was always there for me, even if I was off the ship.

5. I know that if this letter is used, it is because BMC Butler has been found guilty at a court-martial. I am aware that the court-martial was for dereliction of duty related to some training issue and how it related to the collision of MCCAIN last August. Whatever it is he's charged with about training, I know he didn't do what it was. He was one of the BEST people I served with – I know he's always done the right thing. He's never done anything outside of the right thing.

6. Thank you for your time. I may be reached at (b) (6) or (b) (6) for any questions.

(b) (6)

BMI, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

3 of 4

12 May 18

From: BM1(SW)(b) (6), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I enlisted in the Navy on September 11, 2003 as an undesignated Seaman. I arrived at my first duty station, USS JUNEAU (LPD 10), in February 2004 where I picked up BM in 2005. In February 2007, I transferred to Naval Beach Unit 7 Detachment LCU in Sasebo, Japan where I stayed until 2010. From June 2010 until June 2013, I was a part of the Port Operations at Commander, Fleet Activities Sasebo. Upon completing my shore duty, I returned back to sea duty on USS GERMANTOWN (LSD 42) where I met, then, BM1 Butler. I detached from GERMANTOWN in July 2016 and transferred to my current command, USS LAKE CHAMPLAIN (CG 57).

2. When I met, then, BM1 Butler on GERMANTOWN, he had just come from pushing divisions at Recruit Training Command. He had the mentality all RDCs have, straight forward and no nonsense. His attitude and focus showed me what it takes to become a First Class Petty Officer and I credit his teaching and leadership style with preparing me to make BM1.

3. BM1 was the Deck Department LPO; he was in charge of about 81 Sailors. He took over after the prior LPO was fired. There was an obvious and immediate change in the division once he was in the LPO leadership position. His leadership style wasn't to yell. He made sure we were always prepared and always had a plan to tackle the daily work list. His motto in Deck Department was "The Ship doesn't wait on Deck Department; Deck Department waits on the ship." This forward leaning mentality and caring demeanor is one of the main reasons why Deck Department was the leading department onboard GTN. I remember him really caring about training his junior Sailors. The day before every evolution we would do what he dubbed "A walk through and a talk through" to make sure everyone was tracking on their duties. Even throughout the evolution, he would follow up with us and double check the work to make sure the job was getting done. This was really beneficial for a lot of the Sailors and I know BM1's style helped a lot of the guys within the department make rank.

4. We were forward deployed on the GERMANTOWN and BM1's leadership made sure the department was prepared for the high tempo of operations. I know the leadership respected and trusted him because he was the only primary Flight Deck Officer and primary Well Deck Control Officer on the ship. When he left the GERMANTOWN, I took over everything he had. My success can be directly attributed to the time and effort BMC Butler put in to make sure I was fully ready for the responsibility. I wouldn't be in the position I am without his guidance. His main goal was always to make sure the Sailors were ready to take the reins when it was time to transfer and they were set up for success.

5. I know that if this letter is used, it is because BMC Butler has been found guilty at a court-martial. I am aware that the court-martial was for dereliction of duty related to training and the USS MCCAIN's collision last summer. I still keep in contact with him and to this day when I

DEFENSE EXHIBIT F
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
32 of 47

have an inspection coming up BMC Butler is the first person I turn to for guidance. This whole situation is hard to understand. I really care for him and credit him with a lot of my current success. During my 15 years in the Navy, I've worked with a lot of Chief's and BMC Butler is in my top 3. He cares for his people and was truly on duty for us 24/7.

6. Thank you for your time. I may be reached at (b) (6) for any questions.

(b) (6)
(b) (6)
BM1, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

33 of 47

3 Apr 18

From: NCI (SW/AW) (b) (6), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I joined the Navy in June 2007 as a Boatswain's Mate (BM). I reported to USS GEORGE WASHINGTON (CVN 73) in October 2007 and served there until I detached in April 2010. I checked on board Naval Air Station Lemoore in April 2010 and detached November 2011. My next duty station was USS GERMANTOWN (LSD 42) where I was stationed from November 2011 until May 2014. It was during my time on the GERMANTOWN that I converted to Navy Counselor (NC). I next reported to USS KEARSARGE (LHD 3) in August 2014 and remained there until November 2014 when I filled a hot billet on USS GONZALEZ (DDG 66). I was stationed on GONZALEZ until September 2017 when I transferred to Commander, Fleet Activities Sasebo (CFAS) where I currently serve as the CFAS Command Career Counselor.

2. I met BMC Butler on the GERMANTOWN when he was a BM1 and I was a BM2. We served together for approximately 18 months. He was the Leading Petty Officer (LPO) of 2nd Division and I was the work center supervisor. We had a great working relationship within our division and BM1 was always there for mentorship and guidance. Me and another BM2 were really competitive and BM1 did a great job of creating an atmosphere where we could both succeed. He was like our dad, someone we trusted.

3. BM1 and I ran through a lot of evolutions together while on GERMANTOWN. During well deck training he would always watch the junior Sailors carry out the evolution and make sure everyone understood their job. We were also on the flight deck together and BM1 would basically let me run the flight deck, but he would always be there if I had any questions. He wasn't the type of person to train to the bare minimum; he was always actively involved. He was our safety net. BM1 was a real hands on leader and wasn't the type of person who just barked orders at us. Even though he was the SME, he would still ask for our input and if he chose to go a different route he would explain why he made that decision. As a junior Sailor it let me know that I was a valuable member of the team.

4. There was one time we were underway with Special Warfare Operators and they wanted to launch their RHIB boats in really rough seas. The piece of equipment we would normally use to lower the boats was broken so we had to use the 20 ton crane. The junior Sailors running the crane were concerned the rough waters would cause the boat to be slammed into the side of the ship so BM1 Butler was standing right over their shoulder, guiding them. The team was doing its best to complete the mission but once BM1 saw how dangerous it was, he put a stop to it. He went and spoke with the chain of command and the evolution was cancelled until conditions improved. I remember just how helpless I felt during the evolution but then to see the way BM1 stuck his neck out for us and our safety, it has really stuck with me.

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

240547

5. I know that if this letter is used, it is because BMC Butler has been found guilty at a court-martial. I am aware that the court-martial was for dereliction of duty related to training and the MCCAIN's collision last summer. After the collision, I reached out to BMC on Facebook to make sure he was okay but I haven't spoken to him since. He was always making sure his Sailors were doing what they were supposed to do and he truly cared for his people. No matter what the court-martial decides, I know BMC Butler and this is not who he is.

6. Thank you for your time. I may be reached at (b) (6) or (b) (6) for any questions.

(b) (6)

NC1, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

20 of 47

27 Mar 18

From: (b) (6)

To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I came in the Navy in 2009. After Great Lakes and "A" school, I went to San Diego for CIWS "C" School. Then I chose orders to USS GERMANTOWN (LSD 42) and reported there in September 2011 until I detached in August 2015. I picked up First Class on the ship but during my time there I was predominantly a Second Class. I then reported to RTC Great Lakes as a "Red Roper" in August 2015 and pushed three divisions. In April 2017 I reported to NOSC Chicago and I currently serve here as the N3/N7 Travel Department LPO.

2. I had known BMC Butler as a recruit. He wasn't my instructor at RTC Great Lakes, but I knew him just from being there. Then, when I got to GERMANTOWN and saw him as a friendly face, someone I knew to be a good leader and mentor, I approached him immediately and asked him to be my mentor. One thing I was always taught was it's good to have mentors in-rate and out of rate. And, looking for an out of rate mentor, then-BM1 Butler was the guy I went to. He definitely trained me on Deck evolutions to help me get my ESWS pin, then I ended up running the ESWS program and he and I did countless boards together, probably about 42 total.

3. BM1 Butler was my Deck go-to guy. I deferred to him on almost everything – he was extremely strict but fair. He taught me everything. He was definitely the subject matter expert. The questions he asked made the members provide the information he expected, in a way that the Sailors would want to meet BM1 Butler's high standards.

4. BM1 Butler was a "standard bearer" – I am the Sailor I am because of him training me and molding me at the beginning of my career. He basically trained me as a "Red Roper" – I had a long conversation with him, and he gave me the expectations about what life as an RDC would be like. Then, he broke out all his old training manuals, watch manuals, Red Book, and went through the same things I learned the first seven weeks at C School. He taught me everything. He carried himself like the "Red Roper" he was (without the pucker factor!), without being arrogant. He was always approachable.

5. I know that if you are reading this, it is because BMC Butler has been found guilty at a court-martial related to dereliction of duty for training and the collision of MCCAIN in August 2017. I was more in touch with BMC Butler while I was in school, but we have lost touch now. If given the opportunity I would definitely serve with him again – not even a question. **Chief Butler does it right – he's 100% the Sailor I look to become.** With what he's taught me, I hope to translate it to what I hope to be for my Sailors. He is a stand-up guy.

6. Thank you for reading. My contact information is COMM: (b) (6) (DSN

(b) (6)

DEFENSE EXHIBIT F
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

30054

(b) (6)



FC1, USN

DEFENSE EXHIBIT F
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

37 of 47

28 Mar 18

From: BM2(SW/SCW) (b) (6) USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I joined the Navy in 2006 and I reported to Amphibious Construction Battalion ONE in Coronado, California. Then I deployed to Detainee Operations in Guantanamo Bay, Cuba, as an Individual Augmentee. I reported to USS DENVER (LPD 9) in December 2009 out of Sasebo, Japan and then during a LIMDU period served ashore at the Post Office in Sasebo. I transferred to USS GERMANTOWN (LSD 42) from 2012 to 2015, which is where I met BMC Butler. In 2015 I reported to Navy Region Hawaii as Port Operations Dock Master. I am transferring soon to USS MOUNT RUSHMORE out of San Diego to be Leading Petty Officer of Second Division.

2. I met BMC Butler when he was a BM1 on GERMANTOWN. I was already on board the ship when he got there and I believe I checked him in. He sent me an email about family and making Chief. He was very kind-hearted. He was in First Division and I was in Second Division. He fought hard for me to get my Well Deck Control as an E5, because it's normally an E6 position. He watched me in my training evolutions and was very serious about training. He was my mentor for all three years I was on GERMANTOWN. He was more of a father figure for me because I didn't really have a father. I really looked up to him. He was very family-orientated, very devoted to his wife and kids, they kept him going. I do my best to keep in touch with him and check up on him. He was very patient and humble.

3. He trained me for Well Deck Control and the Admin side. He looked at me more as a First Class than a BM2. We had a lot of time alone and he told me to take a certain approach on certain situations. He also showed me the "political" side and told me to check my attitude. That advice was good and led me to where I am now. I remember his struggle making Chief, and his family was his biggest motivation. He always told me my time to make BM1 would come, that I had to take care of my division.

4. He got me wanting to stay in the Navy. I told him I never pictured myself being a leader, but he told me how the junior Sailors look up to me. He used me well as a great "chess piece" and help out the young Sailors in both divisions. He was watching my growth. When he went up for the Sailor of the Year Board, we all knew he would get it, and he did! He's very humble, patient, and he would help us out. When he went to be Duty Master-At-Arms, we were heartbroken because he left us! We went through INSURV together and learned together. I would describe him as very meticulous. I never knew I had that much power as LPO when the INSURV Team or ATG came on board. He taught me how to be the LPO and about the pressures of leadership, how perception is everything. I had a lot of lessons learned from the boat and it was largely thanks to BMC Butler. The ship did very well, especially for the 3M certification because all my junior guys got NAMs for it. He taught me to write awards, and taught me to do midterm counseling. We all respected him so much and were so happy when he made Chief. I had just left the ship but we all knew he was gonna make it, and we wanted him to make it.

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

38 of 47

5. I know that if this letter is used, it is because BMC Butler has been found guilty at a court-martial. I am aware that the court-martial was for dereliction of duty related to training and the MCCAIN's collision last summer. The last time I talked to him was for my shore command eval and how I thought shore duty was so slow.

6. Thank you for your time. I may be reached at (b) (6) for any questions.

(b) (6)

BM2, USN

DEFENSE EXHIBIT F
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

391541

30 Mar 18

From: LS2(SW^{(b) (6)}), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I joined the Navy in June 2012 as an undesignated Seaman. I reported to USS GERMANTOWN (LSD 42), homeported in Sasebo, Japan in 2012 and served there until I detached in 2016. I struck LS through the PACT program while onboard GERMANTOWN. In 2016, I arrived at my current duty station. Naval Health Clinic, Corpus Christi, TX.

2. I first met BMC Butler on USS GERMANTOWN when he was a BM1. He had just come from pushing divisions at Recruit Training Command (RTC) as a Recruit Division Commander (RDC). When BM1 Butler checked onboard he was one of my Leading Petty Officers (LPOs) and he became someone I gravitated towards. In fact, for a lot of the Sailors at their first duty station, BM1 was a father figure that we could trust and look up to if we needed someone more than an LPO.

3. I had multiple LPOs on the GERMANTOWN but BM1 really stood out because he was always pushing his Sailors to get overqualified. He was always telling us not to be satisfied with completing the bare minimum training requirements. It was because of his motivation that I was able to get all of my qualifications quickly, but even then, he wouldn't let me settle. He would always say, "You need to have the mindset that you're training your relief." When I finished my required in rate qualifications early, he pushed me obtain my ESWS pin and then out of rate qualifications. His goal, was to ensure his Sailors knew what the other rates did in their workspaces, more than what the ESWS and other warfare programs explained to you. He would encourage his division to obtain more than just 312 on Damage Control (DC) qualified and become a member of one of the many training teams we had onboard. BM1 would never let his Sailors settle.

4. BM1 always focused on training and safety because as Deck Department, we worked in a high risk, low reward environment. We were always going through an evolution that had the eyes and ears of the leadership in the Pilot House, but he and our Department leadership never lost their "cool" because they had done so many evolutions before throughout their combined naval careers. They knew exactly what to say to junior Sailors who would freak out over an approaching V-22 Osprey. BMC was a role model for me because of his hands-on leadership style. He takes the time out to show you exactly what you need to do and will see you through execution. He is always a patient man who will stay by your side and educate you on rules, instructions, and SOPs building confident Sailors. These things about him were not just on the radar of the junior Sailors that he was leading and mentoring; he was also well known as the Go-To-Boats. The year BM1 put on anchors the whole ship knew it was coming because together we hit every check in the box. Our crew was a family, and we took care of our own. Months before the results came out we would all jokingly call him Chief, because we knew he deserved that recognition. The Chief's Mess onboard the USS Germantown had some well-documented

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

40 of 47

issues before BMI put on anchors. However he along with a couple of other Chiefs really helped turn the mess around.

5. I know that if this letter is used, it is because BMC Butler has been found guilty at a court-martial. I am aware that the court-martial was for dereliction of duty related to training and the MCCAIN's collision last summer. The situation has been a stab in the heart for me, because BMC is one of the main reasons why I have been successful in the Navy and why I want to stay in the Navy today. As a first term Sailor in a fast-paced forward deployed environment, BMI took me under his wing to make sure my career as a junior Sailor was as successful as possible. He counseled me, was a mentor in many aspects, and without his excellent leadership, it would be hard to say if I would have accomplished as much as I did on USS Germantown. I cannot imagine BMC's career being anything but a success from the positive go-getter attitude I know BMC to have. I understand that with situations like this someone has to take the blame, but it is very hard to imagine BMC's career over because I know that he isn't done leading Sailors. Based off my experience, we need more senior Sailors like BMC to lead our future 2025 Sailors. Looking back on my Naval career so far, I am thankful to have had a leader like BMC Butler in my chain of command to teach me and mold me to do things the right way in the fleet. Most senior Sailors say "teach your junior Sailors like you are training your relief." BMC trained not only myself but all of his junior Sailors not to just stand under him but beside him as an example for all of our future Sailors to grow into. **There are E-7s and there are Chiefs; BMC Jeffery Butler will always be my Chief.**

6. Thank you for your time. I may be reached at (b) (6) or (b) (6) for any questions.

(b) (6)

LS2, USN

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

41 of 47

04 Apr 18

From: BM2 (SW) (b) (6)
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I joined the Navy in October 2012 as an undesignated Seaman. I rated to Boatswain's Mate (BM) toward the end of 2013. I reported to USS JOHN S. MCCAIN (DDG 56), homeported in Yokosuka, Japan in January 2013 and served there until I detached in December 2016. I arrived to my current command, USS TEMPEST (PC 2), in March 2017 after completing training in Norfolk, VA.

2. When BMC Butler checked on board MCCAIN in April 2016 he replaced a BMC who was really a top notch guy. BMC Butler had some big shoes to fill and our division had high expectations of him, but we weren't disappointed. He continued our legacy of success and always told us to keep putting our best foot forward.

3. Before BMC Butler checked on board I was spending a lot of my time working out of rate so that I could be competitive on Evals and the advancement cycle. When BMC showed up he really pushed me to become a SME so that I could train the Sailors beneath me. I earned all of my Petty-Officer-in-Charge qualifications under BMC. BMC was real big on following safety procedures and would get upset if corners were cut during training evolutions. Even though he expected a lot from us he didn't hammer us if we made a mistake. He would always follow up and explain why it should have been done differently, but he wanted us to continue to get the hands on experience he felt was necessary to be a SME.

4. BMC Butler is one of the main reasons I am still in the Navy. When I was a BM3 there were no CWAY quotas available for BM3 which meant if I didn't advance during the next cycle I would be forced out of the Navy. I wasn't ready to leave the Navy but BMC sat me down and asked about my strengths and we discussed jobs in the civilian world that might suit me. He even went out of his way to put me in contact with people outside of the Navy so that I wouldn't be lost if I didn't advance. He was always looking out for his Sailors. When the advancement results came out I had missed making rank by three points. I was devastated. Little did I know BMC and the Chief's Mess were pushing for me to be "Capped" to second and it actually happened! It meant a

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

420947

lot knowing that someone who I really respected and admired thought enough of me that he would fight to keep me in his Navy. I will never forget that.

5. I know that if this letter is used, it is because BMC Butler has been found guilty at a court-martial. I am aware that the court-martial was for dereliction of duty related to training and MCCAIN's collision last summer. This is not the BMC Butler that I know. He was our SME and would always put us into a position to succeed. The fact that we are at this point is hard to believe and a bitter pill to swallow. When the Navy was ready to push me out BMC Butler saw something worth fighting for. If this letter is my opportunity to repay him, please know BMC Butler is the type of SME and CHIEF that junior Sailors lean on as their mentor, and their rock. We need him and the Navy needs him.

6. Thank you for your time. I may be reached at (b) (6) or (b) (6) for any questions.

(b) (6)

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

43 of 47

4 Apr 18

From: MA2(SW) (b) (6), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I joined the Navy in April 2013 as an undesignated Seaman. My first command was USS GERMANTOWN (LSD 42), homeported in Sasebo, Japan and I was stationed there from August 2013 until October 2015. It was on the GERMANTOWN that I was able to convert to Master-at-Arms (MA). Upon selection for MA, I went to NTTC Lackland, TX for MA "A" School. After graduating "A" School I transferred to Naval Air Station Sigonella where I currently work in the Security Department's Antiterrorism Division. I have been stationed here since January 2016.
2. I met BMC Butler in Australia in 2013 when he was a BM1 aboard GERMANTOWN. My initial impression of him was that he was very serious about everything. He had this immense amount of pride in being a Boatswain's Mate and he made sure his junior Sailors understood just how important our jobs were. He was really intense but he would never leave us hanging. If we had a question, he would be there for us. He always took the time to show us how to do the job right.
3. BMC's training style was very hands on. Some of our other First Class Petty Officers would bark orders and then disappear but not BM1 Butler. He was always out there supervising during our training evolutions and was very active on the deckplate. I remember when we would have to drop the anchor he would be right there, ensuring that everyone was doing their job correctly and safely. When I would stand watch he would give me pop quizzes on watch standing procedures, asking things like, "What should you be looking out for?" and "What does it mean when the OOD says "shift your rudder" or "come to course 180?" And this is AFTER I had been qualified to stand watch! But this just goes to show that his concern wasn't the check on the piece of paper, he wanted you to know your job inside and out because Sailors depended on you.
4. When BM1 Butler put on anchors we were all so excited because we knew he deserved it. He is a fantastic leader and my expectations of leadership are very high because of the bar BMC set while on board GERMANTOWN. Just one example of his great leadership was the family like atmosphere he was able to create in a department with more than 60 Sailors. He was not just our supervisor, he was our leader. BMC would push us to work hard and play hard, but whatever we did, we did it together. Sometimes it's easy for leaders to only see rank but BMC was able to look past the chevrons on our collar and see us as people. That mentality really sticks with junior Sailors who often feel like a cog in the machine during our first few duty stations. BMC Butler didn't make that mistake.
5. I know that if this letter is used, it is because BMC Butler has been found guilty at a court-martial. I am aware that the court-martial was for dereliction of duty related to training and the MCCAIN's collision last summer. This entire situation is unreal because of the amount of

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

44 of 47

training he gave us on GERMANTOWN. He wouldn't fail his department like that, he has too much pride. BMC would always say, "Never give up and don't take no for an answer." I haven't given up on Chief and the Navy shouldn't either.

6. Thank you for your time. I may be reached at (b) (6) for any questions.

(b) (6)

MA2, USN

DEFENSE EXHIBIT F
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
450147

26 Mar 18

From: CTN2(SW) (b) (6), USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of BMC Butler's defense counsel. I joined the Navy in March 2014 as an undesignated Seaman. I reported to USS GERMANTOWN (LSD 42), homeported in Sasebo, Japan in July 2014 and served there until I detached in May 2016. I picked up the CTN rate and am now assigned to Navy Information Operations Command Pensacola, Florida (N7/N6/104 CST).
2. BMC Butler was one of the first people I met on GERMANTOWN when I reported in July 2014 and I was assigned to Deck Division. He was BM1 at the time and was the Deck Division LPO. He made Chief on GERMANTOWN. I qualified ESWS on GERMANTOWN while BM1 Butler was my LPO.
3. As a BM1 he was pretty tough on training – he quizzed us on our PQS (sometimes stopping us on the ship when he saw us to ask us questions), and he made us stand multiple watches underway to get qualified. For me and others, it took us a few months to get qualified because we had to get qualified in all the PQS at once (Helm, Lee Helm, etc.) and he believed it took a whole deployment/patrol to really know what you were doing. Underway watch was not a qualification you could earn in just a couple of weeks. Him and the Chief would do weekly boards to see where people were at. They would always come on the bridge during someone's watch that day and observe them and even if they were qualified, he would still quiz them on their watch standing duties.
4. GERMANTOWN was part of Forward Deployed Naval Forces (FDNF) and because of that we spent a lot of time at sea. It was a typical FDNF battle rhythm – four months in, four months out, give or take. The training was still managed pretty well but when I got there, there was a lot of new people, but there was a seasoned person for each new person to get their training from and a big push to get the training done. As a BM1, he was a good LPO, definitely one of my favorites there and one of the few that had my back when I was just a young seaman and still trying to find my footing in the Navy and get my act together. He was tough when he needed to be – for lack of a better term he didn't "bullshit" around. During my time on the Germantown, we did not have any mishaps.
5. I know that if this letter is used, it is because BMC Butler has been found guilty at a court-martial. I am aware that the court-martial was for dereliction of duty related to training and the MCCAIN's collision last summer. I still keep in touch with him – I messaged him after the collision to check if he was ok, but I haven't talked about any of that stuff with him. My opinion of BMC Butler is that he is a good guy. I remember when they announced that he had made Chief, and we were on the forecastle laying out lines and equipment to prepare for an evolution later on that day, and more than half of the command had showed their face up there to congratulate him because we knew he was bound to make it and deserved it. They could have

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

46 of 47

waited until they saw him around the ship, but instead took time out of their day to congratulate him right away. Jokingly, months before the results came out, we were already calling him Chief. He would walk around deck division's spaces and stop to talk to me and others and ask how our day is going and if something was wrong, we could talk to him about it and he would fix the issue or if it was something more personal, he was able to give helpful advice. If anything, I ask that you take this letter into consideration when it comes to granting punishment, if need be, and provide leniency.

6. Thank you for your time. I may be reached at (b) (6) or (b) (6) for any questions.

(b) (6)

CTN2, USN

(b) (6)

DEFENSE EXHIBIT F
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

470f47



U.S. NAVAL INSTITUTE

Published on U.S. Naval Institute (<https://www.usni.org>)

[Home](#) > [Magazines](#) > [Proceedings Magazine](#) - April 2018 144/4/1,382 > It's Not Just the Forward Deployed

It's Not Just the Forward Deployed

[Print](#) [1]

[Proceedings Magazine](#) - April 2018 144/4/1,382 [2]

By Vice Admiral Joseph Aucoin, U.S. Navy (Retired)

PROCEEDINGSTODAY



USS FITZGERALD



USS PORTER

I had the privilege of serving with some of the most talented and dedicated sailors and civilians in our Navy, culminating in what I believe is the best job in the world—Commander, U.S. Seventh Fleet (C7F). I had the opportunity to work with our forward-deployed forces in the Western Pacific. Tragically, during the summer of 2017, we experienced the horrific collisions of the USS *Fitzgerald* (DDG-62) and USS *John S. McCain* (DDG-56). I am concerned that, in some quarters, these collisions are viewed and characterized as a “local”—Japan only—problem. There certainly were pressures on the fleet in Japan, but there are also indications of problems elsewhere. While the investigations in the aftermath of the loss of 17 sailors addressed many of the issues that may have led to the collisions, there were other factors. I offer some additional thoughts on what we were dealing with, because without a full understanding of what happened, we will be limited in our ability to address the root causes and ensure this does not happen again.

The “[Comprehensive Review](#) [3]” (CR), “[Strategic Review](#) [4]” (SR), and some media reporting could lead one to the impression my staff and I were oblivious to or unconcerned about the manning, training, and maintenance deficiencies affecting my ships and their ability to carry out their assigned missions. That was not the case. I

made clear to Commander, U.S. Pacific Fleet (ComPacFleet), the impact of increased operational demand on training and maintenance well prior to the two DDGs' collisions. Despite these explicitly stated concerns, the direction we received was to execute the mission.

We also were well aware that there were critical deficiencies in the manning of C7F operational units. Starting around 2014, the manning level of Forward Deployed Naval Forces (FDFN) ships began dropping off as a result of policies prioritizing Continental United States (ConUS)-based ships entering the Optimized Fleet Response Plan (OFRP) over FDFN ships. Not only did my staff recognize the negative effects of manning shortfalls on the FDFN, it was thanks to our insistence that U.S. Fleet Forces Command (USFF) finally agreed to an FDFN Manning Summit in June 2017. This Manning Summit set in motion policy changes that will begin to relieve some of the FDFN manning deficiencies. When it comes to addressing the critical manpower shortages that we faced, however, the CR does not mention the above, nor does it really go after our manning shortfall with actionable items. While it is said that the CR focused primarily on training and readiness, it did not address manpower issues nearly enough. I do not know how one can exclude manpower in a discussion on readiness in a high-operational tempo (OpTempo) environment. Captain John Cordle has it right in his March 2018 *Proceedings* article, "It Is All about the Sailors" (pp. 17-21), on manning. I recommend that everyone read this article.

The "Comprehensive Review" and the "Strategic Review" also neglected to highlight certain facts of command and control (C2) in the Western Pacific. For example, Afloat Training Group (ATG) Western Pacific, responsible for the training and certification of FDFN surface ships based in Japan, was not under C7F command, but instead reported directly to Commander, Naval Surface Force Pacific (CNSP). The USS *Lake Champlain* (CG-57)'s collision in the Sea of Japan in May 2017 often is cited as an example of degraded readiness in C7F surface forces. In fact, this cruiser was a San Diego-based ship entirely trained and certified by Commander, Third Fleet. Finally, no discussion of command and control in the Western Pacific between 2015 and 2017 should overlook the effects of the "Third Fleet Forward" initiative. Under this initiative, surface forces that historically had been deployed to the Western Pacific to augment the presence of (and relieve the pressure on) FDFN forces, now were taken out of C7F's command. While these ships occasionally filled some missions that would otherwise have required FDFN ships, they spent much of their time executing "shows of force" or engaging in Oceania Maritime Security Initiative (OMSI) fisheries patrols and therefore were not available to provide relief for FDFN cruisers or destroyers (CruDes) in need of training or maintenance. Moreover, efforts were undertaken to train Third Fleet to take on this new role, in addition to their primary responsibility of training and certifying units for deployment.



DEFENSE EXHIBIT G
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

2018

The "Comprehensive Review" recommends improving operational risk management (ORM) within the surface community by identifying hazards, assessing risk, and sharing information to help shape risk control and prevent future mishaps. Some of those critical ingredients, however, should have been applied to the development of the CR itself. How comprehensive is the CR when neither Commander, Naval Surface Forces (CNSF), nor I, as the numbered fleet commander, was interviewed or asked for inputs? For the sake of our Navy, a transparent examination of the problem should include a full understanding of the challenges with which we were faced.

The Operational Environment

Between 2015 and 2017, naval operations in the Indo-Asia Pacific expanded dramatically both in direct response to national priorities and to ComPacFilt and Commander, U.S. Pacific Command (USPacCom). As a consequence of the increasing demand for and decreasing availability of C7F assets, readiness declined in CruDes forces. This was known both to commanders in FDNF and across the Navy. The GAO had reported to the Navy in 2015 that resources were not keeping pace with demand. Through 2016 and culminating in early 2017, my staff produced detailed data quantifying the increase in CruDes operational tasking and demonstrating the consequent decline in executed maintenance and training, which I sent directly to ComPacFilt. ComPacFilt agreed operational tasking threatened FDNF surface maintenance and training. Yet C7F received no substantive relief from tasking or additional resources.

In this environment, our mindset at Seventh Fleet Headquarters was to keep the focus on executing safe operations, prioritize what needed to be done, push back on tasking out of line with priorities, and empower and encourage the task force commanders to provide us data to support such push-backs. It was often the case that operational missions (more often than not of the "short-notice" variety) came down from USPacCom and ComPacFilt with warning orders or that "requests for forces" were met with a "not recommended" response from C7F. Such responses always were required to be accompanied with a by-name identified ship to be used if we were "forced to source" the mission, as well as an estimated impact statement of what cost and risks would be incurred if we were to task that ship with the mission. The impact statements routinely highlighted to higher headquarters that sourcing these missions would come at the cost of training and readiness. More often than not, we would be directed to fill and execute the mission through a follow-on task order or voice order directing the by-name identified ship to execute the mission. In a few cases, we were able to argue for changes that allowed ships to complete training or maintenance. In many other cases, our arguments and recommendations were either overruled or ignored.

The CR cites the need to "restore" the C7F scheduling conference. The scheduling conference is an important tool in prioritizing unit employment. But the idea that such prioritization was being ignored is misleading. A regularly scheduled conference was held in November 2016. By the time of the next scheduled conference (May 2017), circumstances around the Korean Peninsula temporarily had made operational scheduling problematic. Hastily directed response options that heavily tasked our fleet, such as dual carrier operations, created an unfiltered demand signal for more naval units and wreaked havoc on our schedule lines. Under these circumstances, the May 2017 conference was postponed.

The CR should highlight the magnitude of the combatant commander's appetite for more operational presence of aircraft, ships, and subs—without requesting additional forces—as a contributing factor to the declining state of readiness in Seventh Fleet leading into the summer of 2017. While the CR mentions the demand associated with ballistic missile defense (BMD), and other demands are brought up in the classified reports, it would have been reassuring if the CR had addressed the Navy's organizational responsibility to act as a check against such increasing demand when divorced from the reality of readiness impacts. While the situation was well known by more senior leaders, this demand went unfiltered and fell to me.

The Manning Issue

Any chief on the waterfront between 2015 and 2017 would have told you that manning was the number-one issue faced by FDNF-Japan ships. FDNF sailors are motivated individuals. Still, the fastest way to kill that motivation is to meet a returning FDNF sailor at the pier in Yokosuka or Sasebo and tell this sailor that he or she must go right back out on another deployment on a different ship because of a manning shortfall. Meanwhile, it was frustrating to hear that some San Diego ships were overmanned, as I expressed during one PacFilt meeting after hearing a West Coast ship was so over-manned it left 30 people on the pier. At the time, we were having to cross-deck 49 sailors in FDNF-J to fill gaps on our ships, and 5 of 11 CruDes forces had senior quartermaster billets gapped.

It should not have taken so long, but after nearly two years of constantly bringing up our manpower issues, the Manning Control Authority (MCA) agreed to come to Japan for a manning summit. During this conference, the traditional reasons were rehashed to explain why it is difficult to man FDNF. Many sailors or family members

DEFENSE EXHIBIT G
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____

Bfr

are unable to satisfactorily complete the overseas-screening process because of medical, financial, or legal difficulties, and significant numbers decline the re-enlistments necessary to fulfill overseas tour obligations. However, other issues that were not as apparent greatly compounded our difficulties in FDNF.

The Navy's MCA lead civilian briefed us that the overall Navy manning shortfall had grown to 7,500 people, and it was a fact of life that shortfalls were going to be experienced throughout our Navy. A key element that affected FDNF was the OFRP model adopted by the Navy for training ConUS units in 2014. In 2015 OFRP was modified such that ConUS-based units would be prioritized higher for manning than non-OFRP units such as FDNF units. This short-sighted mandate would enable ConUS-based units to be fully manned to their fill thresholds starting from the beginning of their 36-month cycle, but the negative consequence was that non-OFRP units, such as the FDNF, would bear the brunt of the shortfall. In addition to a soaring OpTempo, the cumulative effect over time of not having enough people and resorting to cross-decking had a debilitating effect on readiness. We not only lacked overall numbers of people, we also lacked mentors, the men and women with the skills and experience that are vital to raising our next generation of experienced sailors. This was compounded by the fact that we were operating in the most challenging operational environment in the world and while lacking training devices, ranges, and other support generally available to units back home.

Following the Manning Summit, at the August 2017 Fleet Synchronization Conference, Navy leaders agreed to alter manning prioritization to benefit FDNF. This undoubtedly will help our FDNF-J ships get back to stable and satisfactory manning levels, and the new Commander, Naval Surface Force Pacific (CNSP), Vice Admiral Richard A. Brown, has indicated the situation is improving. There is no mention, however, of this challenge or its effects in the CR. With this lack of transparency, we miss a chance to capture lessons learned.

Accountability & Authority

While C7F had tactical control of the *Lake Champlain* for a few days while she operated near the Korean Peninsula, she was a Third Fleet ship that had been manned, trained, and equipped stateside when she suffered a daylight collision with a Korean fishing boat in the Sea of Japan. Third Fleet, which had certified the *Lake Champlain*, convened the investigation, held the investigation results, and determined any follow-on action. The fact that we had a non-Seventh Fleet ship experience difficulties in navigation and seamanship, prior to the *Fitzgerald* and in daylight, and without the lessons learned being made available to Seventh Fleet (until after the *John S. McCain* tragedy), is not mentioned anywhere in the CR. The CR also did not consider that such an event might indicate a Navy-wide issue may exist.

This highlights an accountability/authority mismatch for the manning, training, and equipping of CruDes ships that my staff had to deal with on a daily basis. While we were aware of the issues and engaged with the responsible organizations, the training, manning, and equipping of our CruDes ships remained the primary responsibility of CNSP up through ComPacFit.

Observations & Recommendations

It is a strength of our Navy that we strive to be a fearless learning organization, and it is imperative that in the wake of such tragedy all issues be addressed to prevent future incidents. The CR addressed many, one of the biggest being the training of our surface warfare officers (SWOs). I think the main culprit for these collisions was that we allowed the training of our surface warriors to atrophy. In addition to the operational squeeze on training opportunities, it is encouraging the CR addresses other issues contributing to this issue. One is the near-constant reorganization of SWO Division Officer formalized training, wherein greater reliance on PowerPoint instruction and on-the-job training have been ascendant (in contrast to submarine, flight, and SEAL training and at the Marine Corps Basic School). Our surface navy is loaded with talent and great people, but they have lacked some of the foundational building blocks of training that have been eroded or simply cut because of budgetary pressure.

To help correct this dearth of training, I recommend FDNF-J receive dedicated Tier 1 training time set aside, similar to what FDNF-Mediterranean ships receive. In addition, in the challenging operational environment of the Western Pacific where experience really matters, I recommend bolstering the FDNF by incentivizing more of our senior enlisted professionals and officers to take orders to the FDNF-J.

I also have to question some of the initiatives being considered, such as placing the manning, training, and equipping functions under FFC. In 2017, FFC was the manning control authority, yet the MCA placed FDNF manning priorities second to other deployed units and below those units preparing to deploy from the United States. Would not FDNF resourcing be better served by placing training and equipping functions under FFC?

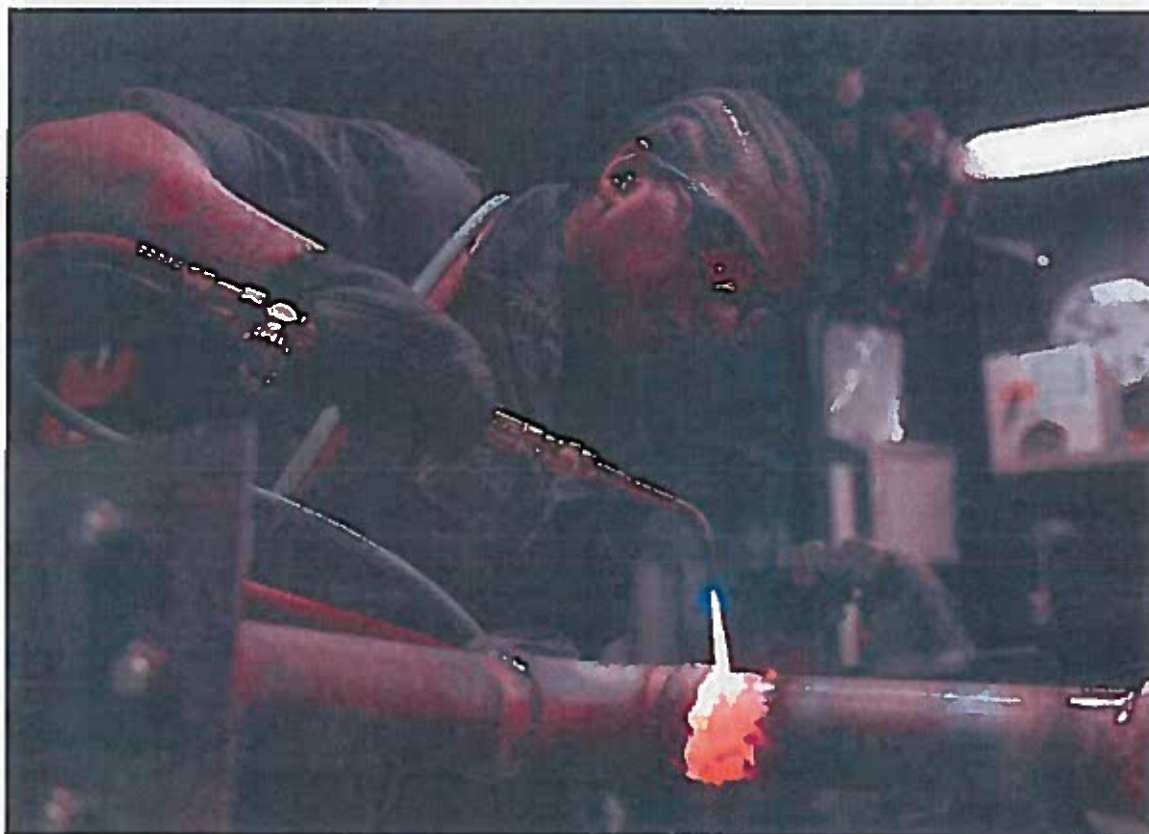
My biggest concern is whether we truly have the resolve to fix these issues for our surface warriors. One only has to go back to the collision of the *USS Porter* (DDG-78) to see what needed to be done. It was disappointing

DEFENSE EXHIBIT 6
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

5/14/2018

406

to see that many issues identified then were not corrected. We allowed budget cuts to whittle away training and were not forceful enough to advocate for what our Navy needed to safely do the mission. Today, the Navy has that support from our Secretary of Navy, and shortfalls are being addressed now. But if/when we find the support is not there at levels above the uniformed leaders, will the lessons of 2017 allow us to advocate forcefully for the Navy we need? To not ensure that 2017 never is repeated would be to accept such incidents as the "price of doing business."



7th Fleet sailors, like Hull Maintenance Technician Cola Parsley, are dedicated and hard-working. They deserve reasonable and consistent support for their ships, their families and their careers.

Manning and excessive tasking were huge issues for Seventh Fleet, but they are not addressed head-on in the CR. Instead, the CR indicates I should have pushed back more than I had done, after being told to "force to source." Still, I do not understand why our leaders do not push back on the excessive demand on our ships or exhibit more transparency on the true extent of the issues the Navy faces beyond Seventh Fleet. Why cannot the Navy ask for more people? Or why cannot the Navy answer more directly the question raised by Congressman William Thornberry (R-TX) during the post-collisions hearing: "Why hasn't the Navy asked for manpower?" The can-do culture and cutting-corners mentality, which the CR states were the norm at Seventh Fleet, certainly may exist, but it is not at Seventh Fleet. In the end, the same fate awaits us if the uniform leaders cannot defend the Navy's manning requirements, push back on tasking demands, and advocate strongly for those resources that our sailors need to do their job.

As a numbered fleet commander, I was ultimately responsible for the proper operation of fleet assets provided to me. And while we were able to turn off some taskings, in hindsight, I should have reiterated a "no" when issued "forced to source orders" for operational tasking. I accept this mistake. At the same time, in the future I hope our Navy will listen more carefully to our commanders on the scene.

Postscript

These tragedies and loss of life have left scars on many of us that will not and should not be forgotten, and help ensure that we do everything we can to prevent something like this from ever occurring again. It has been extremely satisfying serving alongside our sailors worldwide, in combat and peacetime. They all are hard-working men and women, but nowhere do they bear the consistent, day-to-day, year-over-year operational tempo that they do in FDNF-Japan. This is true for families as well, who also endure the constant scrutiny of

DEFENSE EXHIBIT 6
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

living overseas and the challenge—and expense—of living far from loved ones back in the States. This has been true for decades, and my foremost hope is that my Navy can better support the men and women of the FDNF. They do not ask to drop the pack or request special treatment. In fact, most sailors in FDNF find the mission exhilarating. At the same time, these wonderful people do need reasonable and consistent support for their ships, their families, and their careers.

Vice Admiral Aucoin was a career naval aviator who flew more than 150 combat missions over Iraq, Kuwait, Bosnia, and Kosovo. He commanded Fighter Squadron 41, Carrier Air Wing 5, Carrier Strike Group 3, and the U.S. Seventh Fleet.

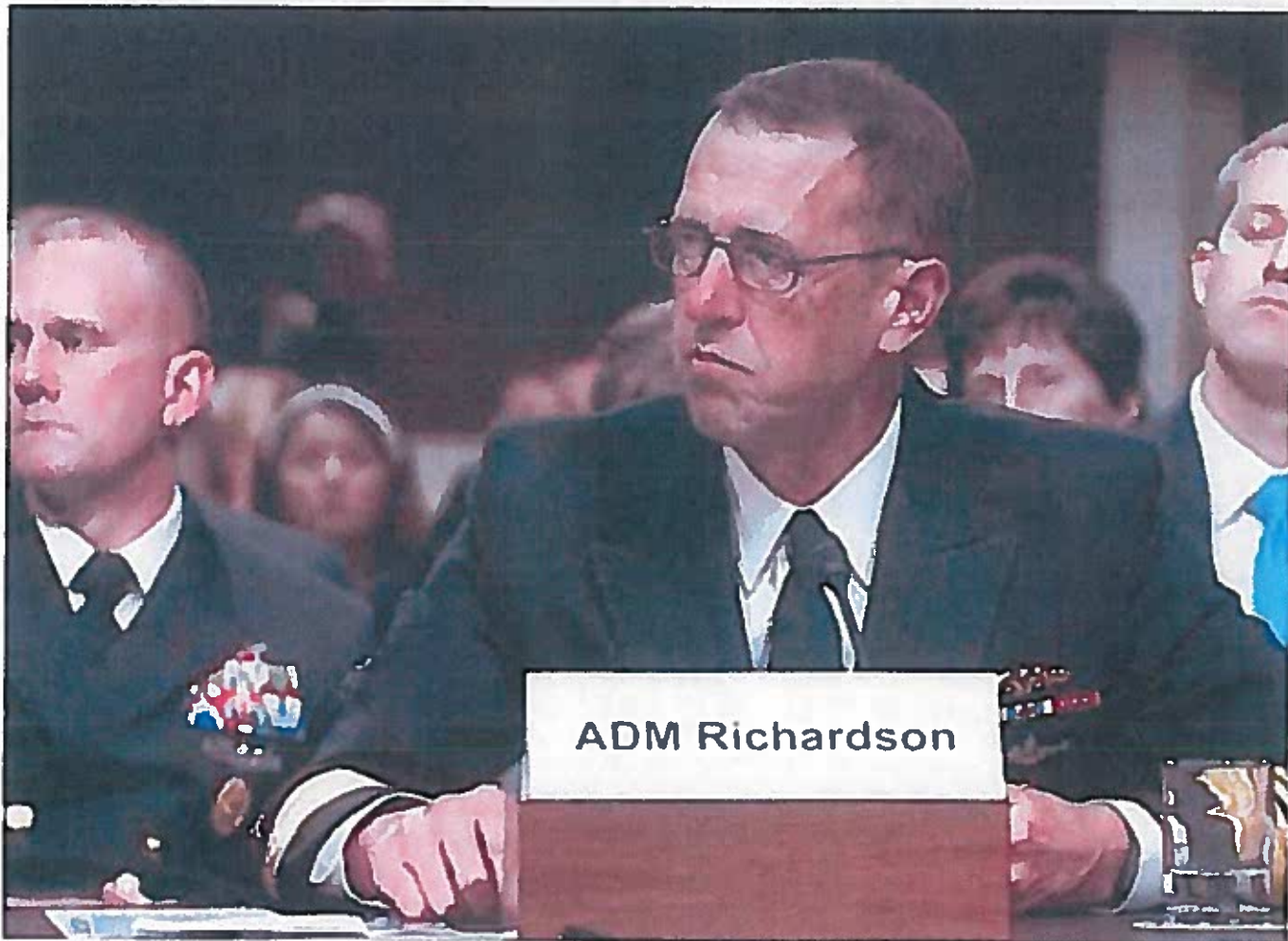
Source URL: <https://www.usni.org/magazines/proceedings/2018-04/its-not-just-forward-deployed>

CNO Richardson: High Optempo and 'Can-Do Culture' Culminated In 'Pervasive' Expired Certifications in Forward-Deployed Surface Forces

By: Megan Eckstein

September 20, 2017 1:38 PM • Updated: September 21, 2017 7:52 AM

At: <https://news.usni.org/2017/09/20/cno-richardson-high-optempo-can-culture-culminated-pervasive-expired-certifications-forward-deployed-surface-forces>



CNO Adm. John Richardson testifying before the Senate Armed Service Committee on Sept 19. US Navy Photo

CAPITOL HILL — The Navy has been largely unable to say no to missions it's been tasked to do in the Pacific despite not having dedicated training time or keeping up with required certifications, the chief of naval operations said in a Tuesday Senate Armed Services Committee, highlighting the bad confluence of high-demand, low resources and a "can-do attitude" within the service.

DEFENSE EXHIBIT H
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

1064

The Navy has doubled its number of forward deployed naval forces ships operating out of Japan since 2006 – a bump from 20 to 40 ships – but those ships do not follow the Optimized Fleet Response Plan readiness generation model that includes dedicated time for ship maintenance and crew training ahead of rotational deployments. Instead, with the FDNF ships out for more frequent shorter deployments, dedicated training and certification time is often skipped right over to deal with more immediate operational concerns, CNO Adm. John Richardson conceded at the hearing to discuss the Navy's recent surface ship mishaps, two of which were fatal and killed 17 sailors this year.

"If you look at the plan for forward deployed naval forces, there is a dedicated time, that's the plan – but the [Government Accountability Office] rightfully looked at execution data, and it's hard to determine adherence to that plan because we just prioritized getting out and executing the mission. The thing that would fall off is the dedicated training," Richardson said, acknowledging a 2015 GAO report on the FDNF ships and a recent update to the report ahead of this week's hearing.

As a result of skipping over that training time, the cruisers and destroyers operating out of Japan are currently lacking 37 percent of their required certifications in everything from basic ship handling and navigation to advanced warfare areas like anti-air warfare and missile defense.

Richardson called lacking some certifications "pervasive" within the FDNF fleet during the hearing.

"Just about every ship has some element of their certification expired. And that can be managed if it's one thing – an advanced warfare mission for instance, they just don't assign them to that mission," he said.

"Where it becomes troublesome is if it becomes too many areas, and particularly in those areas that are directly related to safe and effective operations, the fundamentals."

SASC Chairman Sen. John McCain (R-Ariz.) said in his opening statement that "the *McCain* (DDG-56) had expired training certifications in six out of the 10 key warfare mission areas. The *Fitzgerald* (DDG-62) had expired certifications in all 10 mission areas." The guided-missile destroyer USS *John S. McCain* is named after the senator's father and grandfather – both four-star admirals – who served as a U.S. Pacific Command commander in the Vietnam War era and a World War II air operations director and carrier task force commander, respectively.

Richardson did not confirm those numbers to USNI News after the hearing but did say that *Fitzgerald's* missing certifications were "much broader" than those for *McCain*.

Richardson said he wants to address the high percentage of expired certifications, but he also wants to address the culture that led to commanding officers accepting missions when the ship and crew aren't ready for deployment.

"We have a can-do culture, that's what we do. Nobody wants to raise their hand and say I can't do the mission, but it's absolutely essential that when those are the facts we enable that report," CNO said.

"We don't meet more than 50 percent of the combatant commanders' demands as it is, it's from a force structure standpoint and a combination of that and readiness. And there have been times where I've

DEFENSE EXHIBIT #
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

2 of 4

spoken with my subordinate commanders where there's just insufficient time to get a force trained and certified to meet the deployment date, and we have to go back to the combatant command and say you're going to have to wait."

Asked if requesting a delay in deployment date would negatively affect a commanding officer, Richardson said no and added that "if I could go down and give that commander a handshake and a medal I would do that. This is exactly the type of honesty and transparency we need to run a Navy that's safe and effective."

Asked by Sen. Elizabeth Warren (D-Mass.) if it was "irresponsible" to allow a ship to deploy with an expired certification, Richardson likened the certifications to a driver's license.

"What had happened in those areas, ma'am, is that the team out there was conscious that these certifications were expiring. And it's a bit like your driver's license expiring – it may not necessarily mean that you don't know how to drive any more, it's just that expired," he said.

"However, we do need to recognize that ... they need to go back and recertify. What had happened instead is that they would do an evaluation, and say hey, your certification is expired, we're not going to get a time to get onboard and do the certification for some time, so we'll do a discussion or administrative review to extend that. It's called a risk-mitigation plan. That became pretty pervasive, so it was kind of this boiling frog scenario that over time, over the last two years really, became acute."

Later in the hearing he acknowledged the dramatic increase in expired certifications over the last two years and said, "if that certification has meaning, then we've got to do the damn certification, and we can't just walk by it and try and talk our way out, that hey we're still proficient even though the cert's expired. That's just not an acceptable way to do business."

John Pendleton, the GAO's director of defense force structure and readiness issues, said at the hearing that the FDNF's "aggressive" deployment schedule led to the bulk of today's certification problems.

"The assumption was the 7th Fleet, because it was perpetually in motion, it was ready," he said at the hearing.

"I think you've got to make time for them to train, you've got to make space in the schedule for them to actually train and get those certifications," he said. Additionally, "you need to assess whether or not increasing reliance on overseas-based ships is the best call, because that comes at a cost, and some of them may be hidden."

While Pendleton noted longer-term challenges for Navy readiness – its projected fleet buildup in the out-years is not yet supported by matching personnel increases, for example – he said a near-term focus of not just the Navy but the whole Defense Department ought to be a serious look at how to generate ready forces and for what investment.

"Last year in 2016, we looked at the readiness rebuilding plans of all of the military services, including the Navy, as well as how the Department of Defense was overseeing it. We came away with the conclusion, not to put too fine a point on it, that they didn't have a comprehensive plan for how they

DEFENSE EXHIBIT 11
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

30 of 4

were going to go forward," Pendleton said.

"There was a lot of recognition of the problems, a lot of priority being assigned to it, but what we couldn't see was: If you put money in, how much readiness were you going to get out? And also, there was the question of how you were going to manage the demand. What we suggested – hopefully that was practical – was: What are your goals? In some cases the goals weren't clear to us. How much are you going to be able to get next year and the year after that? What's it going to cost? How long is it going to take? Our concern was that we'd look up in five years and be in the same situation."

Richardson conceded the Navy needed to better plan its readiness generation, noting as an example that "we need to have a comprehensive understanding of what it takes to sustain that forward-deployed force from a maintenance, training, infrastructure standpoint, people, the whole thing."

DEFENSE EXHIBIT H
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

4 of 4

Breaking News

Navy finds deep-rooted failures led to fatal collisions

By: David B. Larter November 2, 2017

At: <https://www.defensenews.com/breaking-news/2017/11/02/navy-finds-deep-rooted-failures-led-to-fatal-collisions/>

WASHINGTON – In one of the most remarkable U.S. Navy documents in recent memory, the service is admitting to widespread failures and training shortfalls at the core of its most basic function: safely operating ships at sea.

A comprehensive review of the Surface Navy conducted by the Navy's Fleet Forces Command found that both the Japan-based 7th Fleet headquarters leadership and its ship commanders allowed training and proficiency to erode as they sought to keep ships underway to meet operational requirements.

"The risks that were taken in the Western Pacific accumulated over time and did so insidiously," according to the report released Thursday. "The dynamic environment normalized to the point where individuals and groups of individuals could no longer recognize that the processes in place to identify, communicate and assess readiness were no longer working at the ship and headquarters level."

The problems became easy to ignore because, prior to the mishaps, they were still getting the job done, the report argues.

The comprehensive review, led by fleet boss Adm. Phil Davidson, found that the issues in 7th Fleet were in some ways unique to the pressures and demands in the Pacific region, the Navy's most fast-paced and dangerous operating environment, but in other ways pointed to serious lapses in training and evaluation of its officers and sailors.

The review raised troubling questions about the ability of surface warfare officers in today's fleet and their ability to act under pressure.

In a detailed analysis of the four major accidents in 7th Fleet this year — two deadly collisions, a grounding and a minor collision with a fishing boat — the review found that officers and enlisted sailors performed poorly when faced with a dangerous situation.

The review ascertained that in all four incidents this year, when the crews were faced with an extreme situation, they delayed actions, froze and did not alert their crews of imminent danger.

DEFENSE EXHIBIT 1
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

1 of 2

"Incorrect actions in extremis were a contributing factor to the chain of errors that resulted in the incident[s]," the report reads.

The report also found that teamwork was at times non-existent between the bridge and the ship combat information centers, the place that displays and synthesizes the information from a ship's sensors and weapons systems.

Furthermore, the review determined that sailors had routinely failed to use the tools available to them to increase awareness of their situations.

In the review, the Navy also acknowledges that its surface warfare officers lacked sufficient navigation and seamanship skills, and recommends creating an "objective, standardized assessment program to periodically assess individual seamanship and navigation skills over the course of a surface warfare officer's career."

The review details steps, including new evaluation processes, to correct the issues.

In regards to the issues at 7th Fleet, the review argues that leaders in the region were blinded by operational commitments and that cutting corners became the norm in order to fulfill commitments.

"Evidence of skill proficiency on ships and readiness problems at headquarters were missed, and over time, even normalized to the point that more time could be spent on operational missions," the document reads. "Headquarters were trying to manage the imbalance, and up to the point of the mishaps, the ships had been performing operationally with good outcomes, which ultimately reinforced the rightness of trusting past decisions.

"This rationalized the continued deviation from the sound training and maintenance practices that set the conditions for safe operations."

The collisions of the destroyers John S. McCain and Fitzgerald this summer led to the relief of both commanding officers and several other crew members, as well as the destroyer squadron commander, the Ronald Reagan Carrier Strike Group commander and the 7th Fleet Commander.

The Navy briefed the findings of the review to Congress earlier in the week, and was set to roll out its review to the public Thursday afternoon.

DEFENSE EXHIBIT 1
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
2 of 2



Perceived Barriers to Procedural Compliance

17 Feb 2017

Purpose of Brief: Information

This slide is UNCLASSIFIED
Overall classification of this brief is UNCLASSIFIED



Introduction

UNCLASSIFIED

➤ Executive Officer and Assistant Safety Officer completed Procedural Compliance stand-down on 13 Feb 2017.

➤ Sound Shipboard Operating Principles and Procedures were presented and discussed.

➤ Fleet-wide mishaps and previous survey results were discussed with the Crew.

➤ Positional (DH, DIVO, LCPO, WCS, and Maintenance Person) perceived procedural compliance barriers provided SEPCOR.

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

2 of 10

MCCAIN_BUTLER 008627



Department Heads

UNCLASSIFIED

➤ Lack of Training or Insufficient Level of Knowledge of complex shipboard systems.

DEFENSE EXHIBIT J
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

30910



Division Officers

UNCLASSIFIED

- Insufficient Manning
- Priorities not Clear
- Not Enough Time for Given Workload
- Lack of Training or Insufficient Level of Knowledge
- Lack of Questioning Attitude

DEFENSE EXHIBIT J
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

4010
MCCAIN_BUTLER 008629



Leading Chief Petty Officers

UNCLASSIFIED

- Lack of Training or Insufficient Level of Knowledge
- Schedule Inflexibility or High OPTEMPO
- Insufficient Manning
- Not Enough Time for Given Workload
- Too Many Administrative Burdens

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

50910

MCCAIN_BUTLER 008630



Leading Petty Officers

UNCLASSIFIED

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

6 of 10

MCCAIN_BUTLER 008631

- Lack of Training or Insufficient Level of Knowledge
- Not Enough Time for Given Workload
- Insufficient Manning
- Fatigue
- Capacity Being Shifted to Tiger Teams / Shipboard TAD requirements



Workcenter Supervisors

UNCLASSIFIED

- Insufficient Manning
- Not Enough Time for Given Workload
- "Just Get it Done" Mentality
- Lack of Training or Insufficient Level of Knowledge
- Instructions (Procedures/Tech Manuals) not Clear

DEFENSE EXHIBIT 5
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

70470



Maintenance Personnel

UNCLASSIFIED

- Insufficient Manning
- Priorities Not Clear
- Not Enough Time for Given Workload
- Lack of Training or Insufficient Level of Knowledge
- Fatigue

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
8 of 10



UNCLASSIFIED

Barriers to Procedural Compliance

• JSM's Top 3 Perceived Barriers to Procedural Compliance are:

➤ **Insufficient Manning**

➤ For the past 6 months, JSM has been manned at approximately 87% which roughly equates to 35 billets left unfilled.

➤ **Not Enough Time for Given Workload**

➤ Workload continues to be the same if not greater due to preparations for TMI/INSURV and an almost immediate 6 month deployment following TMI/INSURV.

➤ **Lack of Training or Insufficient Level of Knowledge (LOK)**

➤ CPO Gapped billets continue to be a problem throughout FDNF and is a direct contributor to a decrease in LOK.

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

9 of 10



JSM's Mitigation Plan

UNCLASSIFIED

➤ Insufficient Manning:

- Continue TEMADD request from CNSP via CDS 15 N1
- Continue OPHOLD for personnel without reliefs identified.

➤ Not Enough Time for Given Workload

- Continue to self-assess and prioritize workload based on mission and capabilities.
- Increase/maximize use of FTA and VRAV's to load-shed highly technical work and alleviate SRF's shop loading.

➤ Lack of Training or Insufficient Level of Knowledge

- Utilize USFMC/NPCINST 1300.1A (Leadership Flag desig.) to prevent CPO gaps until contact relief identified.
- Increase utilization of SRF's SME's (FTA) to alleviate and decrease Level of Knowledge gaps.

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

10 of 10

15 May 18

From: LT (b) (6) USN
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. When I saw BMC Butler's name in the press for this case, I reached out to his defense counsel and offered my assistance. I was the Combat Systems Officer on USS MCCAIN (DDG 56) from April 2016 to February 2018, including the collision. My past duty stations include USS VICKSBURG (CG 69), USS INGRAHAM (FFG 61), and the Surface Warfare Officer's School. I am currently assigned to USS RALPH JOHNSON (DDG 114) as the Combat Systems Officer.
2. When BMC Butler reported to McCain, he was given the job at a difficult time. The ship had to get through INSURV, one of the most significant and difficult inspections in a ship's lifecycle. Deck division was under manned and over tasked, and in our preliminary inspections, it did not look like Deck would pass. In early 2017, our INSURV changed to a TYCOM Mid-Cycle Inspection (MCI), but we still would be going on a six-month deployment the day after the inspection completed. When McCain deployed, Chief Butler had eight newly reported deck seamen and two TAD personnel. Much of the talent in Deck division left, because they were Operationally Held (OPHELD) to get the ship through the material inspections, and then allowed to transfer. There was a lot of pressure on Chief Butler to work material issues, with less emphasis placed on training. For all INSURV/MCI rehearsals, we were running with an "A-Team" mentality—our underways leading to deployment consisted of "Port and Starboard" watches to keep the maintenance personnel on the deck, completing checks. Junior personnel often did not get the training they needed due to material concerns. The lack of training was also a natural consequence of our operational schedule and with the shorter tours for Enlisted personnel in FDNF. We knew we had six months of deployment after our material inspections, so perhaps the assumption was made that the time for training would come while we were on deployment. We now know that training lacked the depth required.
3. Mission tasking. On deployment, our training was consistently sidetracked by an extremely busy operational schedule. In most instances, we were shadowed by adversary country's Navy ships, which precluded many Unit Level Training opportunities. The UNCLAS version of our primary mission tasks during the 2017 deployment were to shadow an adversary country's primary maritime asset, and to conduct routine patrols of contested islands in the South China Sea. SEVENTH FLEET ships during this period of time were often asked to do missions tasks without a full training cycle. This was the case with McCain. Further, the personnel turnover rate (every two years) meant you could not sustain people who know their job over a long period of time. The ship did not have seasoned operators in the ship's control watch stations. I think this is why the Navy changed the FDNF tour length— you receive them onboard, figure out you can trust their level of knowledge and skill, and move forward for a full deployment cycle.

DEFENSE EXHIBIT K
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

1 of 2

4. Chief Butler often seemed like he took too much tasking on himself. His prior First Lieutenant was extremely weak, and he knew he had to fill that leadership void. Chief Butler's experience was essential for the safe completion of a countless number of dangerous deck evolutions prior to the collision, and he pushed the INSURV/MCI Deck score from RED to a GREEN within the span of three months. He's a good man, a good Chief, and he has served his Sailors well. When I saw the Navy Times article with his name, it saddened me. I hold no grudges against any of my McCain Shipmates. We all went through this ordeal together, and I hope to see him continue his service. When McCain is ready to fight again, it will need Sailors like Chief Butler.

5. If you need to reach me for any questions, please call me at (b) (6) Thank you for your time and consideration.

(b) (6)

DEFENSE EXHIBIT K
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

2082

Navy Releases Collision Report for USS Fitzgerald and USS John S McCain Collisions

Story Number: NNS171101-07Release Date: 11/1/2017 9:01:00 AM

At: http://www.navy.mil/submit/display.asp?story_id=103130 (slightly edited for format)

From Navy Office of Information

WASHINGTON (NNS) -- The Navy released Nov. 1, a report detailing the events and actions that led to the collision of USS Fitzgerald (DDG 62) and ACX Crystal off the coast of Japan June 17, and the collision of USS John S. McCain (DDG 56) and merchant vessel Alnic MC Aug. 21.

"Both of these accidents were preventable and the respective investigations found multiple failures by watch standers that contributed to the incidents," said Chief of Naval Operations (CNO) Adm. John Richardson. "We must do better."

"We are a Navy that learns from mistakes and the Navy is firmly committed to doing everything possible to prevent an accident like this from happening again. We must never allow an accident like this to take the lives of such magnificent young Sailors and inflict such painful grief on their families and the nation.

"The vast majority of our Sailors are conducting their missions effectively and professionally - protecting America from attack, promoting our interests and prosperity, and advocating for the rules that govern the vast commons from the sea floor to space and in cyberspace. This is what America expects and deserves from its Navy.

"Our culture, from the most junior sailor to the most senior Commander, must value achieving and maintaining high operational and warfighting standards of performance and these standards must be embedded in our equipment, individuals, teams and fleets.

"We will spend every effort needed to correct these problems and be stronger than before," said Richardson.

USS FITZGERALD

The collision between Fitzgerald and Crystal was avoidable and resulted from an accumulation of smaller errors over time, ultimately resulting in a lack of adherence to sound navigational practices. Specifically, Fitzgerald's watch teams disregarded established norms of basic contact management and, more importantly, leadership failed to adhere to well-established protocols put in place to prevent collisions. In addition, the ship's triad was absent during an evolution where their experience, guidance and example would have greatly benefited the ship.

USS JOHN S. MCCAIN

DEFENSE EXHIBIT
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

The collision between John S. McCain and Alnic MC was also avoidable and resulted primarily from complacency, over-confidence and lack of procedural compliance. A major contributing factor to the collision was sub-standard level of knowledge regarding the operation of the ship control console. In particular, McCain's commanding officer disregarded recommendations from his executive officer, navigator and senior watch officer to set sea and anchor watch teams in a timely fashion to ensure the safe and effective operation of the ship. With regard to procedures, no one on the Bridge watch team, to include the commanding officer and executive officer, were properly trained on how to correctly operate the ship control console during a steering casualty.

USS LAKE CHAMPLAIN

The collision between Lake Champlain (CG 57) and fishing vessel Nam Yang 502 was avoidable. The Lake Champlain was ultimately unprepared for the situation in which they found themselves through a lack of preparation, ineffective command and control, and deficiencies in training. The collision between Lake Champlain and Nam Yang 502 resulted in no injuries and each vessel sustained minor hull damage.

DEFENSE EXHIBIT L
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

2 of 7

Commentary

A congressional perspective on the Fitzgerald, McCain collisions [Commentary]

By: Rep. Rob Wittman December 1, 2017

At: <https://www.navytimes.com/opinion/commentary/2017/12/01/a-congressional-perspective-on-the-fitzgerald-mccain-collisions-commentary/>

The Navy has released reports into two separate collisions involving the destroyers Fitzgerald and John S. McCain.

Unfortunately, the tragic collisions of both the U.S. Navy destroyers Fitzgerald off the coast of Japan and John S McCain near Singapore were preventable. Since these incidents, Congress and the Navy have worked together to assess why these collisions occurred and, more importantly, determine what fundamentally needs to happen to ensure they do not occur again. This is a time to step back and truly reassess the Navy's surface warfare community, implement necessary changes and end some current, failing practices.

Constitutionally, Congress maintains an important oversight role for all executive departments, including the Department of the Navy. Therefore, in response to the Fitzgerald and McCain collisions, I held a joint hearing of the Seapower and Projection Forces Subcommittee, of which I am the chairman, and of the Readiness Subcommittee to receive testimony from Navy leadership.

At that hearing in September, Adm. Bill Moran, vice chief of naval operations, and Rear Adm. Ron Boxall, director of surface warfare, confirmed a few broader themes that have plagued the Navy for years. First, operational demands around the world continue to grow, but the Navy's size remains the same or diminishes. Second, while forward-deployed naval forces — ships home-ported outside of the United States — provide increased global presence, they also assume more risk in training opportunities due to their high operational tempos. Third, **the Navy does not receive the resources it needs, namely money and time, to properly conduct maintenance on ships and fully train sailors.**

Then in early November, Adm. John Richardson, chief of naval operations, briefed a second joint meeting, comprised of the Seapower and Projection Forces Subcommittee and the Readiness Subcommittee, on the outcomes of two investigations — one specifically on the McCain and Fitzgerald collisions and the other on problems more broadly throughout the 7th Fleet. As CNO Richardson talked through the timeline of events and answered questions from my colleagues and me, it became evident that each ship's leaders and watch standers made a series of poor decisions in the hours, as well as moments, prior to their respective collisions. With respect to the comprehensive review conducted under the direction of Adm. Philip Davidson, the commander of U.S. Fleet Forces Command, CNO

DEFENSE EXHIBIT 14
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
1 of 3

Richardson acknowledged significant training and readiness shortfalls and offered a multitude of recommendations to rectify them.

CNO Richardson organized these recommendations to the surface warfare community into three categories: actions that are currently in progress; actions that will take months to implement; and actions that will require further study before possible implementation. While I applaud the efforts the Navy has taken so far, including keeping Congress informed of progress, I think many of the numerous recommendations in the comprehensive review only address the symptoms of the problem rather than the root causes. At the most basic level, we have warships valued in the billions of dollars with critical national security missions being led and driven by officers and sailors that, through no fault of their own, lack adequate training. In fact, because of the talented individuals in our Navy, crews are often able to learn on the job and overcome training deficiencies. But this is neither an ideal nor a sustainable model.

We, the Navy and Congress, need to look past some of the bullet-point fixes and look at the total problem. For instance, I don't believe we should add more high-level billets to oversee tasks that should have already been handled by existing staff. Creating more bureaucracy often doesn't fix a problem. Further, adding a week or two of training to existing classes like the Basic Division Officer Course and the Advanced Division Officer Course isn't going to fix the lack of ship-handling skills demonstrated by the recent rash of ship collisions and groundings. If we want to improve ship-driving skills, let's provide an actual training experience on a ship rather than in a simulator, and let's consider outside, independent credentialing. We should consider having ensigns spend a year on a merchant ship and obtain their third mate's license before stepping foot on a U.S. warship. This would ensure they have been trained, observed and tested under one set of standards in basic mariner watch standing before getting to their gray-hulled ship. A sailor's first experience in ship driving should not be on the bridge of a Navy warship in a real-world scenario.

We too often find that our surface warfare officers, or SWO, are jacks of all trades but masters of none — this needs to change. At their basic core, SWOs should be competent and proficient ship handlers. When we look to the Navy's other core warfare communities — aviation and submarines — most will tell you the best pilots in the world are naval aviators and that U.S. submariners are the best at operating nuclear-powered submarines. However, when it comes to ship handling, a host of groups will line up to debate who is the best. Currently, there are organizations that are better at driving ships than SWOs — there needs to be no debate on this. U.S. Navy SWOs need to have the same rigor in ship handling that we expect from the other communities in their respective craft.

Further, let's take a look at how other communities develop their professionals. The idea of borrowing a proven pipeline from other communities is not uncommon to Navy leadership. For instance, I applaud the surface community's recent development of their warfare tactics instructors, or WTI — junior officers who have been selected to focus on advanced war-fighting tactics within a specific warfare area. The development of SWO WTIs was directly adapted from the Navy's Top Gun school for pilots. Naval aviators learned their lessons about eroded aerial tactics in the late 1960s, but it took the surface community until 2015 to realize there were deficiencies in their tactics. The same parallel exists now with ship driving.

DEFENSE EXHIBIT M
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

2 of 3

From the reviews I've read and the briefings I've attended, it is clear the Navy is taking the Fitzgerald and McCain collisions seriously and working to make changes. I want to ensure we are making the right changes to fix the root cause of the problem. Congress will need to work with the Navy to provide the right funding for readiness and training, and I stand ready to do so with many of my colleagues. From these unfortunate incidents, let's ensure we build a better, safer and more capable Navy. My colleagues and I will continue to demand from the Navy their overall action plan, including timelines, to address these tragedies, and we will require direct information on the progress of their plan every 90 days.

Rep. Rob Wittman, R-Va., serves on the House Natural Resources Committee and the House Armed Services Committee, where he is the chairman of the Seapower and Projection Forces Subcommittee.


DEFENSE EXHIBIT M
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

BFB

FOR OFFICIAL USE ONLY – LITIGATION WORK PRODUCT

Subj: SEVENTH FLEET COMMENT ON INVESTIGATION INTO THE COLLISION AT
SEA BETWEEN USS JOHN S MCCAIN (DDG 56) AND M/V ALNIC MC ON OR
ABOUT 21 AUG 2017

(b) (5), (b) (7)(C)



REDACTED - NOT RELEVANT

FOR OFFICIAL USE ONLY – LITIGATION WORK PRODUCT

DEFENSE EXHIBIT N
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

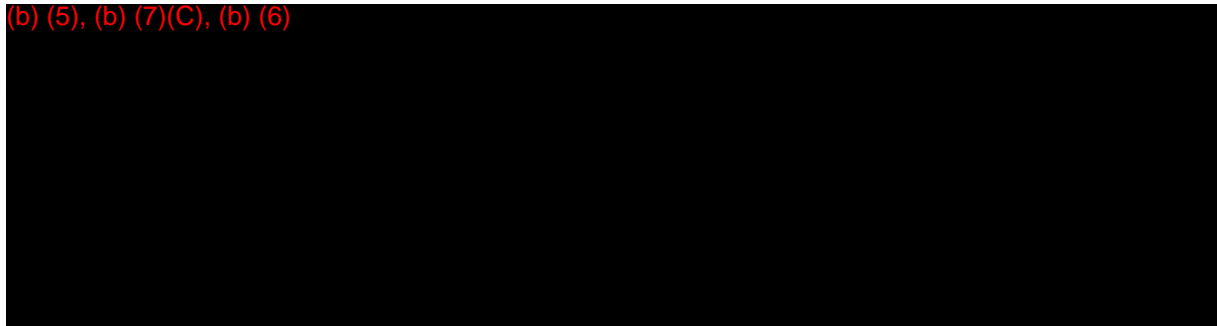
1092

FOR OFFICIAL USE ONLY – LITIGATION WORK PRODUCT

Subj: SEVENTH FLEET COMMENT ON INVESTIGATION INTO THE COLLISION AT
SEA BETWEEN USS JOHN S MCCAIN (DDG 56) AND M/V ALNIC MC ON OR
ABOUT 21 AUG 2017

REDACTED - NOT RELEVANT

(b) (5), (b) (7)(C), (b) (6)



From:
To:
Cc:

(b) (6)

Subject: RE: NAVEDTRA 43492-2J
Date: Tuesday, May 15, 2018 8:48:21 AM

(b) (6)

Training requirements are mandated by NTSPs or other form of OPNAV direction....it is not just PQS....

IAW OPNAVINST 1500.76C, when new systems (like IBNS) are fielded, the cognizant NAVSEA program office is responsible for providing interim and initial training to the fleet while developing the formal training solutions and the corresponding PQS and delivering that to OPNAV N1 (> NETC > SWOS, etc.)

That has not been done in this case with IBNS operator...only the interim and initial training has been delivered. No life cycle training solutions have been delivered. CSCS has a IBNS/IBNS Maintenance course (A-670-0030) for ETs (E4-E7).

The Ship Control and Navigation PQS (NAVEDTRA 43492-2J) is in revision and will incorporate IBNS.

Wr,

(b) (6)

Director, Training Requirements and Management, N9
Surface Warfare Officers School
446 Cushing Road
Newport, RI 02841

(b) (6)

-----Original Message-----

(b) (6)

Sent: Tuesday, May 15, 2018 2:15 PM

(b) (6)

Subject: RE: NAVEDTRA 43492-2J

All:

Thank you. This question isn't directly related to the NAVEDTRA like before. It's just a general question about whether the Navy has official training on the Integrated Bridge and Navigation System for the DDG 51 class of ships.

Is there a class at CSCS, SWOS, ATG, or some other Navy training platform (e-Learning, etc.) dedicated to the IBNS?

DEFENSE EXHIBIT 0
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

1052

Please advise, or call me directly if easier. I've left a message with (b) (6)
(b) (6) Thank you!

V/r,
(b) (6)

(b) (6)
LCDR, JAGC, USN
Officer-in-Charge
Defense Service Office Pacific, Branch Office Pearl Harbor

(b) (6)

Navy JAG Community - Dedicated to Service, Committed to Excellence

FOR OFFICIAL USE ONLY / PRIVACY SENSITIVE. The information contained in this e-mail and/or accompanying documents is intended for the exclusive use of the individuals to whom it is addressed. It may contain information that is pre-decisional, privileged or protected from release under the Privacy Act, FOIA or other applicable laws. Do not disseminate this e-mail, or its contents, to anyone who does not have an official need for access, or without the express consent of the sender. If you are not the intended recipient, you are on notice that copying, disclosure or any distribution of this message, in any form, is prohibited. Any misuse or unauthorized disclosure can result in both civil and criminal penalties.

DEFENSE EXHIBIT 0
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
2 of 2

From:
Sent: Thursday, January 25, 2018 16:09
To:
Subject: FW: R 161725Z NOV 17 COMNAVSEASYS COM WASHINGTON DC CLASS ADVISORY
DDG51-05-2017 INTEGRATED BRIDGE AND NAVIGATION SYSTEM (IBNS) VARIANT
SHIP CONTROL SYSTEM STEERING AND THRUST LOCATION GUIDANCE//
Signed By:
Importance: Low

-----Original Message-----

From: COMNAVSEASYS COM WASHINGTON DC [mailto:postmaster@oix.navy.mil]
Sent: Monday, November 20, 2017 12:28 PM

(b) (6)



Subject: R 161725Z NOV 17 COMNAVSEASYS COM WASHINGTON DC CLASS ADVISORY DDG 51-05-2017 INTEGRATED
BRIDGE AND NAVIGATION SYSTEM (IBNS) VARIANT SHIP CONTROL SYSTEM STEERING AND THRUST LOCATION
GUIDANCE//

Importance: Low

UNCLASSIFIED

Generated by OIX GATEWAY HONOLULU HI. Only authorized users may reply.

-----OFFICIAL INFORMATION DISPATCH FOLLOWS-----

RTTUZELX RULSSEA2414 3201725-UUUU--RHMCSUU,
ZNR UUUUU

R 161725Z NOV 17 ZEL

FM COMNAVSEASYS COM WASHINGTON DC
TO COMNAVSURFLANT NORFOLK VA
COMNAVSURFPAC SAN DIEGO CA
INFO COMNAVSEASYS COM WASHINGTON DC
COMPACFLT PEARL HARBOR HI
PRESINSURV VIRGINIA BEACH VA
SUPSHIP BATH ME
SUPSHIP GULF COAST MS
NAVSURFWARCENDIV PHILADELPHIA PA
COMNAVSAFECEN NORFOLK VA
SURFMEPP PORTSMOUTH VA
PEO SHIPS WASHINGTON DC
SWOSCOLCOM NEWPORT RI
SWOSCOLCOM ENG LS NORFOLK VA
SWOSCOLCOM ENG LS SAN DIEGO CA
BATH IRON WORKS BATH ME
NAVSHIPYD AND IMF PEARL HARBOR HI
NAVSHIPYD AND IMF PUGET SOUND WA
NAVSHIPYD NORFOLK VA
COMNAVRMC NORFOLK VA
MARMC NORFOLK VA
FDRMC NAPLES IT
FDRMC DET BAHRAIN
FDRMC DET ROTA SP
NAVSHIPREPFAC AND JAPAN RMC YOKOSUKA JA
SOUTHEAST RMC MAYPORT FL
SOUTHWEST RMC SAN DIEGO CA
COMUSFLTFORCOM NORFOLK VA
NAVSEA TWO ONE PMR EVERETT WA
NAVSEA TWO ONE PMR MAYPORT FL
NAVSEA TWO ONE PMR NORFOLK VA
NAVSEA TWO ONE PMR PEARL HARBOR HI
NAVSEA TWO ONE PMR SAN DIEGO CA
NAVSEA TWO ONE PMR YOKOSUKA JA
NAVSEALOGCEN MECHANICSBURG PA
NAVSHIPREPFAC AND JAPAN RMC DET SASEBO JA
BT

UNCLAS //N09420//
CORRECTED COPY SUBJ

PASS TO OFFICE CODES:

FM COMNAVSEASYS COM WASHINGTON DC//SEA21/PMS443//
TO COMNAVSURFLANT NORFOLK VA//N43/N44//
COMNAVSURFPAC SAN DIEGO CA//N04/N43/N46/N47/N48//
INFO COMNAVSEASYS COM WASHINGTON DC//SEA21/PMS443/PMS407/SEA05/05D3/05
D5/05P2/05S/05Z2/05Z4/SEA04RM/04RS//
PRESINSURV VIRGINIA BEACH VA//00//
SUPSHIP BATH ME//200//
SUPSHIP GULF COAST MS//154/200//
NAVSURFWARCENDIV PHILADELPHIA PA//22//
COMNAVSAFECEN NORFOLK VA//30//
SURFMEPP PORTSMOUTH VA//100//
PEO SHIPS WASHINGTON DC//PMS400D//
SWOSCOLCOM NEWPORT RI//N77/N9//
SWOSCOLCOM ENG LS NORFOLK VA//N7//
SWOSCOLCOM ENG LS SAN DIEGO CA//N7//
NAVSHIPYD AND IMF PEARL HARBOR HI//200//
NAVSHIPYD AND IMF PUGET SOUND WA//200//
NAVSHIPYD NORFOLK VA//200//
COMNAVRMC NORFOLK VA//100/200//
MARMC NORFOLK VA//200/300/900//
FDRMC NAPLES IT//100//
FDRMC DET BAHRAIN//100//
FDRMC DET ROTA SP//100//
NAVSHIPREPFAC AND JAPAN RMC YOKOSUKA JA//200//
SOUTHEAST RMC MAYPORT FL//200/300/900//
SOUTHWEST RMC SAN DIEGO CA//200/300/900//
NAVSEA TWO ONE PMR EVERETT WA//PMR//
NAVSEA TWO ONE PMR MAYPORT FL//PMR//
NAVSEA TWO ONE PMR NORFOLK VA//PMR//
NAVSEA TWO ONE PMR PEARL HARBOR HI//PMR//
NAVSEA TWO ONE PMR SAN DIEGO CA//PMR//
NAVSEA TWO ONE PMR YOKOSUKA JA//PMR//
NAVSHIPREPFAC AND JAPAN RMC DET SASEBO JA//200//
SECINFO/U/-//
MSGID/GENADMIN/COMNAVSEASYS COM WASHINGTON DC//
SUBJ/CLASS ADVISORY DDG51-05-2017 INTEGRATED BRIDGE AND NAVIGATION
/SYSTEM (IBNS) VARIANT SHIP CONTROL SYSTEM STEERING AND THRUST
/LOCATION GUIDANCE//
REF/A/DESC:DOC/NAVSEA 121815/-//
REF/B/DESC:DOC/NAVSEA 011217/-//
NARR/REF A, IS ENGINEERING OPERATIONAL CASUALTY CONTROL (EOCC)
MASTER CASUALTY RESPONSE PROCEDURE "MLSC" LOSS OF STEERING CONTROL
REF B, IS EOCC MASTER CASUALTY RESPONSE PROCEDURE "MLTC" LOSS OF
THRUST CONTROL//
POC/(b) (6) /UNIT:443RT21/NAME:WASHINGTON NAVY YARD
/TEL:(b) (6)
POC/TPOC(b) (6) /CIV/UNIT:0571/NAME:WASHINGTON NAVY YARD
/TEL(b) (6)
GENTEXT/REMARKS/1. PURPOSE: TO PROVIDE GUIDANCE IN REGARDS TO DDG
IBNS VARIANT SHIP CONTROL SYSTEM (SCS) WHEN CONTROLLING BOTH
STEERING AND PROPULSION FROM (b) (3) 10 USC 130.

2. APPLICABILITY: (b)(3) 10 USC 130

3. BACKGROUND: DDG IBNS ALLOWS CONTROL OF STEERING AND PROPULSION FROM (b)(3) 10 USC 130 IN THE (b)(3) 10 USC 130. THIS (b)(3) 10 USC 130 IN CONTROL PROVIDES THE POTENTIAL FOR INADVERTENT TRANSFER OF CONTROL OR LOSS OF AWARENESS OF CONTROL LOCATION THAT MAY RESULT IN A PERCEIVED LOSS OF STEERING AND/OR PROPULSION CONTROL.

4. SOLUTION: NAVSEA RECOMMENDS THAT STEERING AND PROPULSION CONTROL BE PLACED IN A (b)(3) 10 USC 130 WHERE STEERING SHALL BE

(b)(3) 10 USC 130

STATION IS UNAVAILABLE, STEERING CONTROL SHALL BE TRANSFERRED (b)(3) 10 USC 130 (b)(3) 10 USC 130 STATION. IF THE (b)(3) 10 USC 130

(b)(3) 10 USC 130

(b)(3) 10 USC 130. ENGINEERING OPERATIONAL CASUALTY CONTROL (EOCC) PROCEDURES REMAIN IN EFFECT.

5. RECOMMENDED ACTIONS:

5A. A TSO SHALL BE IN PLACE UNTIL EOCC IS UPDATED TO REQUIRE THE ALIGNMENT OF (b)(3) 10 USC 130 TO THE (b)(3) 10 USC 130 CONTROL TO THE (b)(3) 10 USC 130 STATION FOR ALL EVOLUTIONS.

5B. DURING ALL OPERATIONS THE IBNS CONTROL STATIONS SHALL BE MANNED BY PQS QUALIFIED (b)(3) 10 USC 130 OPERATORS.

5C. (b)(3) 10 USC 130 CONTROL SHALL BE MAINTAINED AT THE (b)(3) 10 USC 130 USING THE (b)(3) 10 USC 130 IF THERE IS A PERSISTENT FAILURE OF THE (b)(3) 10 USC 130 STATION, (b)(3) 10 USC 130 CONTROL SHALL BE TRANSFERRED

TO THE (b)(3) 10 USC 130 STEERING SHALL BE PERFORMED AT THE

(b)(3) 10 USC 130 WITH (b)(3) 10 USC 130 WITH THE (b)(3) 10 USC 130 TRANSFER OF

(b)(3) 10 USC 130

5D. (b)(3) 10 USC 130 CONTROL SHALL BE MAINTAINED AT THE (b)(3) 10 USC 130 STATION. IF THERE IS A PERSISTENT FAILURE OF THE (b)(3) 10 USC 130 STATION,

(b)(3) 10 USC 130 CONTROL SHALL BE TRANSFERRED TO THE (b)(3) 10 USC 130

(b)(3) 10 USC 130 CONTROL SHALL BE PERFORMED AT THE (b)(3) 10 USC 130 WITH (b)(3) 10 USC 130

(b)(3) 10 USC 130 WITH THE (b)(3) 10 USC 130 TRANSFER OF (b)(3) 10 USC 130 TO ANOTHER (b)(3) 10 USC 130 CONTROL LOCATION IN THE (b)(3) 10 USC 130.

5E. WHEN (b)(3) 10 USC 130 TRANSFER OF (b)(3) 10 USC 130 CONTROL FOR (b)(3) 10 USC 130

(b)(3) 10 USC 130 SHAFTS, TAKE SPECIAL CARE TO ENSURE THAT THE (b)(3) 10 USC 130 OF THE SHAFTS IS NOTED, AND DELIBERATELY PLACED INTO THE DESIRED (b)(3) 10 USC 130 STATE. IF THE CONTROL OF THE SHAFTS IS NOT (b)(3) 10 USC 130 (BUT IS INTENDED TO BE SO), AN UNINTENTIONAL (b)(3) 10 USC 130

(b)(3) 10 USC 130

6. REPORT CASUALTIES:

6A. FOR ANY REPORTED OR ACTUAL LOSS OF STEERING OR LOSS PROPULSION CONTROL EVENT WHEN IBNS IS IN CONTROL, THE ELECTRONICS MATERIAL OFFICER (EMO) IS REQUESTED TO SEND AN EMAIL TO (b)(6)

(b) (6) [REDACTED] WITH A COPY TO THE RMC
FLEET TECHNICAL ASSISTANCE BRANCH IN THE SHIP'S AOR, WITH THE
FOLLOWING INFORMATION:

1. THE TIME THE EVENT OCCURRED
2. IDENTIFY CONSOLE THE EVENT OCCURRED ON
3. THE OPERATOR ACTION TAKEN PRIOR TO THE EVENT OCCURRING
4. SUMMARY OF OPERATIONS AT TIME OF EVENT

(b) (3) 10 USC 130

6C. THE SUBJECT CLAD WILL BE ADDED TO THE EARRTS DATABASE TO BE
ASSURED THAT SHIPS HAVE ALIGNED TO THEIR TYCOM DIRECTED GUIDANCE.
THE ADVISORY TRACKING REPOSITORY/TASK CAN BE VIEWED AT THE FOLLOWING
URL:

(b) (3) 10 USC 130

7. INTEGRATED LOGISTICS SUPPORT ACTION: ENGINEERING OPERATIONAL
SEQUENCING SYSTEM (EOSS) IS IMPACTED. EOSS WILL BE UPDATED TO
REFLECT THE SEPARATION AND TRANSFER OF CONTROL

8. CLOSURE CRITERIA: THIS CLASS ADVISORY WILL BE UPDATED WITHIN 6
MONTHS.

9. LOCATION OF WHERE ADVISORIES ARE TO BE POSTED: ADVISORY POSTING
INFORMATION: PMS 443 HAS INITIATED AN ADVISORY TRACKING RECORD (ATR)
ISO THIS ADVISORY VIA THE ELECTRONIC ADVISORY RECORD REPOSITORY AND
TRACKING SYSTEM (EARRTS), (b) (3) 10 USC 130

THE ATR HAS PROVISIONS FOR TYCOMS TO POST READDRESSAL MESSAGES AND
FOR ACTIVITIES ASSIGNED ADVISORY ACTION TO TRACK AND LOG RESPONSES
TO THEIR ASSIGNED ADVISORY ACTION ITEMS. ACTIVITIES THAT REQUIRE
ACCESS TO EARRTS CAN REQUEST ACCESS THROUGH NEW USER REGISTRATION
VIA (b) (3) 10 USC 130 A DOD CLIENT (NON-EMAIL) PKI
CERTIFICATE IS REQUIRED FOR ACCESS. EARRTS HAS NO PROVISION FOR
CLASSIFIED CONTENT. FOR EARRTS TECHNICAL SUPPORT, CONTACT THE EFORMS
SUPPORT TEAM VIA EMAIL AT (b) (3) 10 USC 130

10. TECHNICAL/PROGRAM CONCURRENCE: COMNAVSURFPAC (N43),
COMNAVSURFLANT (N43), AND NAVSEA (SEA05Z1 AND SEA21B).

11. REQUEST TYCOM DISSEMINATE THIS ADVISORY TO ALL APPLICABLE UNITS
FOR ACTION.//

BT

#2414

NNNN

<DmdsSecurity>UNCLASSIFIED</DmdsSecurity>

<DmdsReleaser>MARK.GEOFFREY.E.1273494487</DmdsReleaser>

UNCLASSIFIED

DEFENSE EXHIBIT P
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
60fr



DEFENSE EXHIBIT Q
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

10f7



DEFENSE EXHIBIT (9)
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
2 of 7

(b)(3) 10 USC 130

SEAL PROCEEDURE:
CONSOLE (BCU/HF)

DEFENSE EXHIBIT Q
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
30f7



DEFENSE EXHIBIT Q
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
4 of 7

MCCAIN (DDG-56)

EOSS (EOCC) INDEX FOR:

DATE 26 Feb 16

USS JOHN S MCCAIN (DDG-56)

INDEX FOR: HELMSMAN

(b)(3) 10 USC 130

CODE

TITLE

CONSOLE CASUALTIES

LOSS OF STEERING CONTROL

CLASS CHARLIE FIRE IN ELECTRICAL
DISTRIBUTION SYSTEM

(b)(3) 10 USC 130

DEFENSE EXHIBIT Q
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
5 of 7

MCCAIN 02

DATE: 26-Feb-16

LOSS (EOCC) INDEX FOR:

THE JOHN F. MCCAIN (DDO-561)
TRUCK FOR: HELMSMAN

(b)(3)

TITLE

CONSOLE CASUALTIES
LOSS OF STEERING CONTROL
CLASS CHARLIE FIRE IN ELECTRICAL
DISTRIBUTION SYSTEM

CODE

(b)(3) 10 USC 130

DEFENSE EXHIBIT Q
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

6 of 7



DATE 26 Feb 16

CLASS (8000) MESSY PAGE

CLASS (8000) MESSY PAGE

CLASS (8000) MESSY PAGE

CLASS (8000) MESSY PAGE

(b)(3) 10 USC 130

(b)(3) 10 USC 130

DEFENSE EXHIBIT 10
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
7 of 7

10 May 18

From: LT (b) (6) USN
To: The Court-Martial

Subj: BMC(SW) JEFFERY D. BUTLER, USN, XXX-XX (b) (6)

1. I am writing this at the request of BMC Butler's defense counsel to offer my perspective on the Integrated Bridge Navigation System (IBNS) that is at issue in his case. I received my commission from the U.S. Naval Academy in 2008. I first reported to USS BOONE (FFG 28) in AUG 2008, USS ROBERT G BRADLEY (FFG 49) in APR 2011, USS KLAKRING (FFG 42) in AUG 2012 and USS VICKSBURG (CG 69) in MAY 2013. I reported to USS JOHN S. MCCAIN (DDG 56) in JAN 2017, and am currently the Chief Engineer.

2. When BMC Butler's defense team visited Japan, I discussed some systems issues involving the IBNS and the Steering Control Console (SCC) with them. In my experience, IBNS has changed the entire concept of the steering system from a mechanical system with simple electronic control to a primarily computer based system with machinery simply as the mechanical execution. As CHENG, I historically would own the steering components, but due to the increased complexity of the current system I now own only a fraction of the overall system (only the mechanical portion). The Electronics Technician division of the Combat System Department owns the bulk of the equipment. This is significant as it speaks to the increased complexity of the system, which requires far more knowledge and training for proper operation and maintenance than previous generations of steering consoles. In a very real sense, the helmsman / lee-helmsman is now a console operator similar to a CIC watchstander, and not just a "man at the wheel." These helmsmen / lee-helmsmen face a much steeper learning curve compared to those operating the historical "throttle stick and wheel" based system common in the fleet.

The SCC itself, at first glance, looks nothing like a traditional steering console. In fact, the SCC is a computer terminal or Human Machine Interface (HMI) that has extensive functions, drop down menus and hosts of configurations. The expectations that traditional ratings of deck seaman to operate this complex HMI from simple Under-Instruction (U/I) watches, essentially On the Job Training (OJT) is un-realistic. Frankly the traditional qualification system for qualifying helmsman is in-sufficient and can only be properly taught in a formal Navy provided course.

3. As of the incident on 21AUG18 the only IBNS training available was a traveling team of installation technicians who gave a limited maintenance and troubleshooting class. Furthermore, the limited availability of even this amount of technical assistance is evident by the span of time between visits. In particular, USS JOHN S MCCAIN last had this team of installation technicians onboard during the initial install several years prior, and have not had any since. The scope of training provided by these technicians is not the proper operation of the system, but rather troubleshooting "tips" and commonly seen issues. The US Navy has no established operator course with clearly the established curriculum, training objectives and learning objectives so fundamental to Navy Schools.

DEFENSE EXHIBIT R
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

10/2

4. Even if a school had existed for this system, there would not have been time to send people to get trained last summer. FDNF-J operational commitments precluded any such attendance by enough Sailors to maintain a qualified rotation. From install during the 2016 shipyard availability to follow on deployment the window of opportunity would have never opened. Even post patrol in February 2017, we were completely focused on preparing for INSURV, which is our most stringent material inspection. We passed on a Thursday, and then deployed the next day for another 6 month deployment scheduled to end NOV17. Following that deployment, the ship would have immediately deployed again in JAN 18. This schedule does not align with the Surface Navy OFRP where ships deploy, return to a repair availability then undergo a stringent 18 week training cycle before becoming operational again.

5. JOHN S MCCAIN has had significant known issues with IBNS, culminating in a long standing CASREP requesting onsite support to stem the near continuous crashes of various IBNS nodes. Ship's force was in regular contact with the IBNS ISEA, working to schedule an onsite visit with little success. Captain (b) (6) worked to get a brief stop in Sasebo, primarily to facilitate an onsite assist, but due to the constant scheduling conflicts, this was cancelled. While the regular node crashes were not the catalyst for the collision, they do illustrate the lack of readily available support for such a critical navigation and control system. Furthermore, this also alludes to the above stated learning gap associated with advanced technical based systems. This casualty had been present for almost a year with no success from the SMEs at ISEA in resolving it, much less from the junior Sailors assigned to maintain and operate it.

6. I believe that holding BMC Butler accountable for this issue when the Navy, specifically, the mandate of "man, train and equip" has not designed nor implemented the infrastructure for IBNS is simply, short sighted, and will not provide any positive impact on the health of the surface force.

8. Thank you for your time. If you have any questions, I may be reached at

(b) (6)

(b) (6)

LT, USN

DEFENSE EXHIBIT P
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE 2042

Your Navy

Navy filing homicide charges for McCain, Fitzgerald commanders

By: **Geoff Ziezulewicz** January 16

Navy filing homicide charges for McCain, Fitz commanders

The commanders of two warships that collided with commercial vessels in the west Pacific last summer, killing 17 sailors, will face negligent homicide and other criminal charges, Navy officials said Tuesday.

Four destroyer **Fitzgerald** officers, including skipper Cmdr. **Bryce Benson**, will face charges of negligent homicide, dereliction of duty and hazarding a vessel for the June 17 incident that killed seven sailors off Japan, according to the Navy.

The three other officers, two lieutenants and one lieutenant j.g., were not identified in the Navy statement. Cmdr. William Speaks, a Navy spokesman, said that the process for deciding whether the officers will be court-martialed is "very early in the process."

"Everyone apart from someone in the command triad has an expectation of privacy," Speaks said.

Specifically, the charges have been preferred for possible court-martial, meaning the officers will face Article 32 hearings that will review evidence in each case to determine whether the officers should be court-martialed.

If courts-martial proceed for the unnamed officers, Speaks said their names and roles will be revealed then.

Benson was only identified as the ship's commanding officer in the statement.

Cmdr. Alfredo J. Sanchez, who was in command of the destroyer **John S. McCain** at the time of the Aug. 21 collision near Singapore that killed another 10 sailors, will face the same charges, according to the Navy.

US Navy surface boss expected to step down under pressure in latest collision fallout

The Navy's top surface warfare officer is expected to step down this week under pressure ahead of a forthcoming recommendation that he be relieved.

By: **David Larter**

An unidentified chief petty officer also faces a dereliction of duty charge, Navy officials said.

Non-judicial punishment actions are also being taken against four Fitzgerald and four McCain sailors, according to the Navy.

Benson and Sanchez were later relieved of command. It remains unclear when the hearings to decide whether to try the sailors on the charges will begin.

Benson was injured after the ACX Crystal vessel struck his living space on the Fitzgerald, and crew found him clinging to the side of the ship after the collision.

DEFENSE EXHIBIT 5
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

10f3

A few days before the McCain disaster in August, Vice Chief of Naval Operations Adm. Bill Moran said a dozen Fitzgerald sailors, including Benson, would face non-judicial punishment in connection to the disaster.

It was not immediately clear Tuesday whether Benson would face charges that differed from previous disciplinary actions.

The developments Tuesday afternoon follow a Defense News report earlier today that Vice Adm. Thomas Rowden, the Navy's top surface warfare officer, is expected to step down this week ahead of a forthcoming recommendation that he be relieved.

Rowden is expected to step down from command of Naval Surface Forces this week, according to sources.

Fitzgerald's CO and sailors standing watch face discipline in fatal collision

The Navy plans to discipline up to 12 Fitzgerald sailors, including the commanding officer, in connection to the destroyer's fatal June collision with a commercial ship that led to the drownings of seven sailors in their berthing.

By: Geoff Ziezulewicz

Adm. James Caldwell, the director of the Naval Nuclear Propulsion Program, suggested Rowden's relief as part of recommendations issued after the Fitzgerald and McCain disasters.

Caldwell is serving as the so-called "consolidated disposition authority" and is tasked with sussing out disciplinary recommendations in connection to the incidents.

Rowden and Pacific Fleet leader Adm. Scott Swift announced their retirements shortly after the collisions.

The former head of the Japan-based 7th Fleet, Vice Adm. Joseph Aucoin, was fired in the aftermath of the collisions, as was Rear Adm. Charles Williams, a task force commander, as well as Destroyer Squadron 15 head Capt. Jeffrey Bennett.

A Navy report issued last year faulted bridge crews on both warships, including a breakdown in standard Navy procedures and poor decision-making by officers and sailors.

In both instances, sailors on the bridge failed to sound a ship-wide alarm notifying the crew of danger.

Crushed in their racks: Inside the John S. McCain disaster

Living quarters rapidly flooded after the McCain collided with an oil tanker on Aug. 21. The 10 sailors who drowned never had a chance to escape.

By: Geoff Ziezulewicz

Survivors who escaped below-the-surface living areas after the collisions reported furious floods of seawater, and some McCain sailors were crushed in their racks.

Benson had only been in command of the Fitzgerald for less than a month when the collision occurred.

The report faulted the officer of the deck for failing to make contact with the commercial ship before the collision, and for not trying to maneuver out of the way until a minute before impact.

DEFENSE EXHIBIT 5
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

Sanchez, the McCain CO, was on the bridge as the ship entered busy waters near Singapore.

Confusion reigned on the ship in the minutes before that collision, as sailors attempted to mitigate a perceived steering problem.

Navy Secretary Richard Spencer and Chief of Naval Operations Adm. John Richardson are scheduled to testify before the House Armed Services Committee Thursday regarding the state of the surface fleet.

**About
this
Author**



About [Geoff Ziezulewicz](#)

Geoff is a senior staff reporter for Military Times, focusing on the Navy. He covered Iraq and Afghanistan extensively and was most recently a reporter at the Chicago Tribune. He welcomes any and all kinds of tips at geoffz@militarytimes.com.

DEFENSE EXHIBIT 5
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

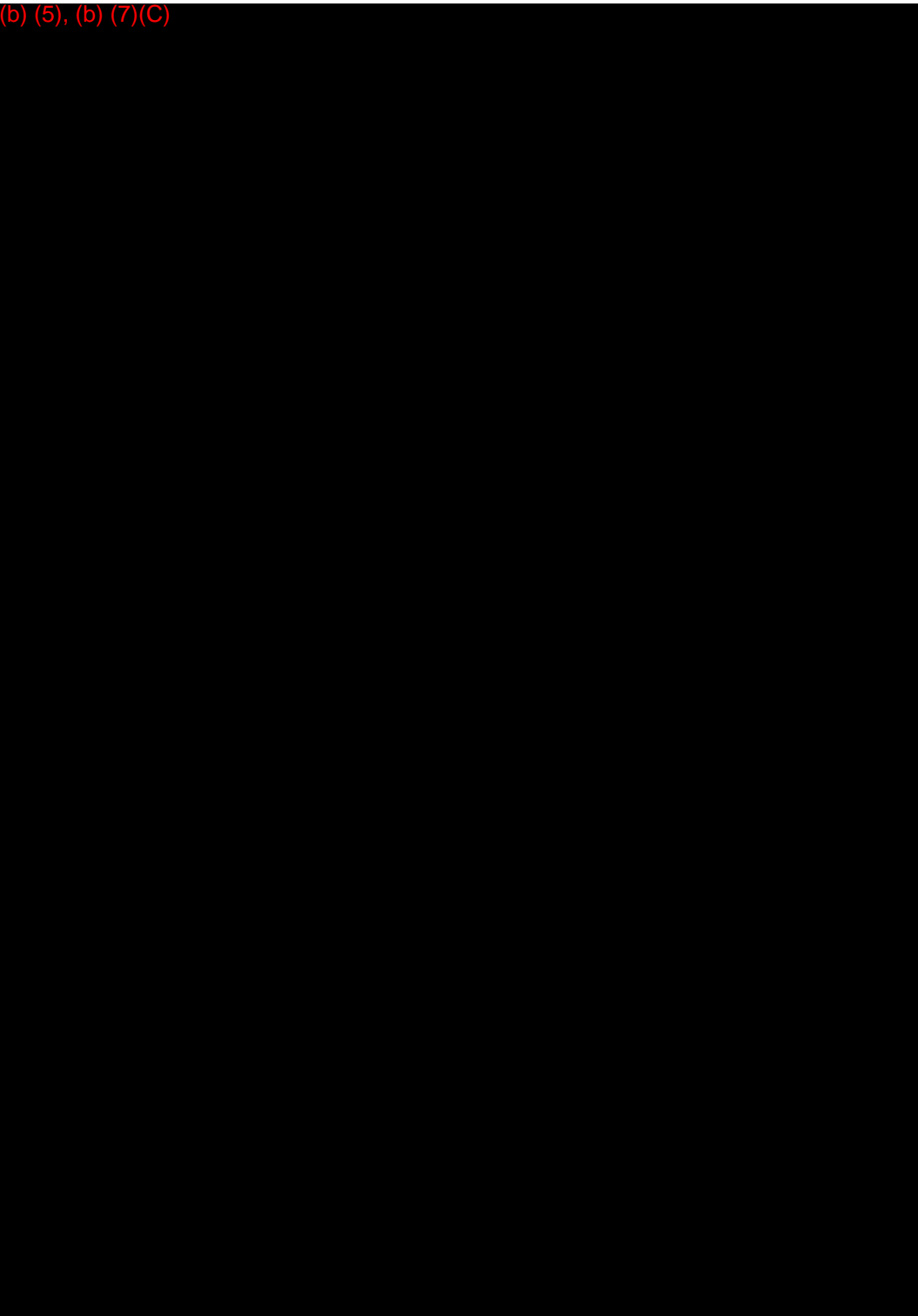


ADM Frank Caldwell
Director, Naval Reactors

FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT

USS JOHN S MCCAIN STATUS

(b) (5), (b) (7)(C)

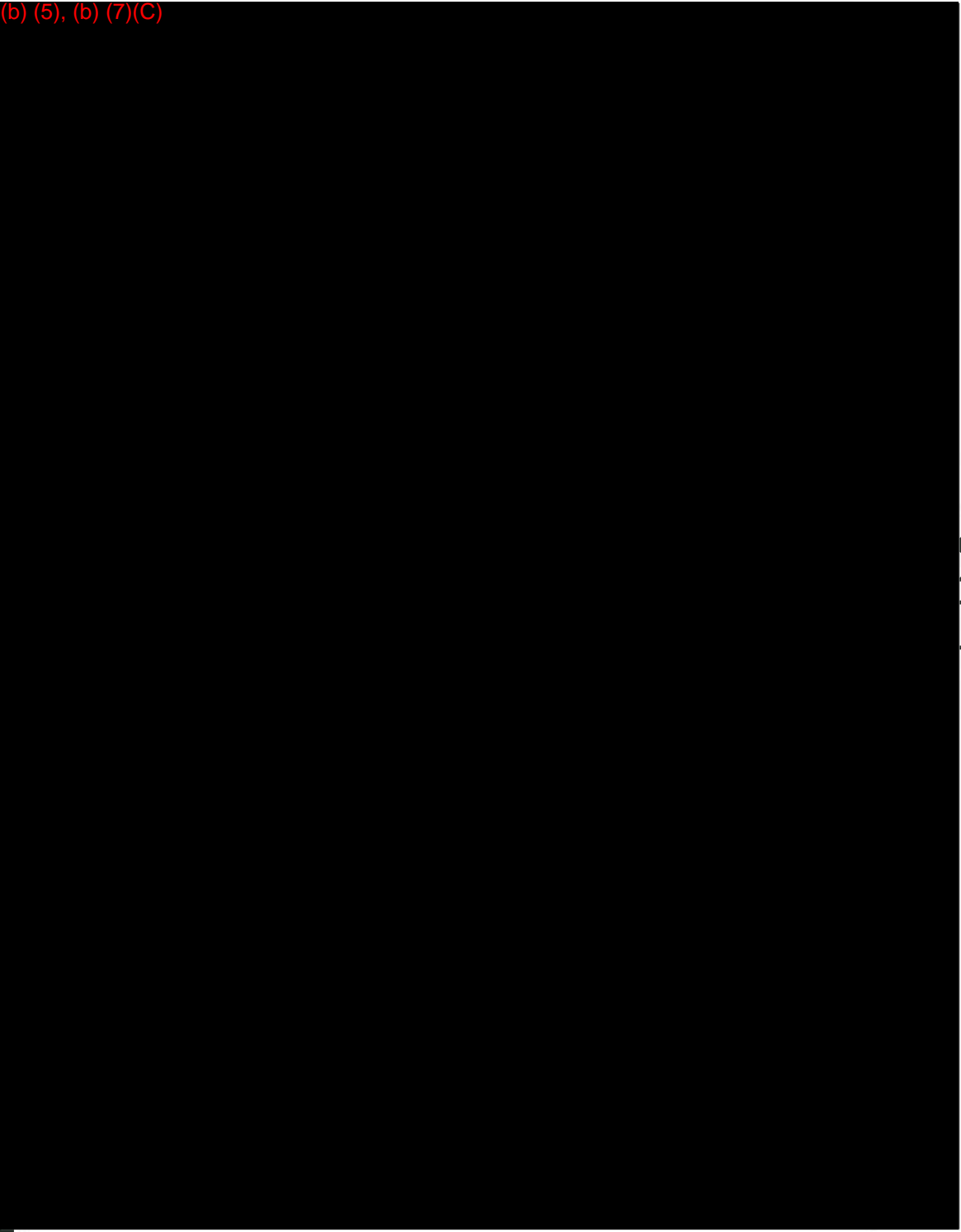


DEFENSE EXHIBIT I
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

2 of 3

USS JOHN S MCCAIN STATUS

(b) (5), (b) (7)(C)



DEFENSE EXHIBIT T
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE

3 of 3



DEFENSE EXHIBIT 11
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
1 of 19

(b) (5), (b) (7)(C)

(b) (5), (b) (7)(C)

(b) (5), (b)
(7)(C)

FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT
McCANN_BUTLER 0102952

DEFENSE EXHIBIT 4
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
2019

(b) (5), (b) (7)(C)

(b) (5), (b) (7)(C)

(b) (5), (b) (7)(C)

FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT
McCain Butler 0102963

DEFENSE EXHIBIT 4
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
BUTLER

(b) (5), (b) (7)(C)

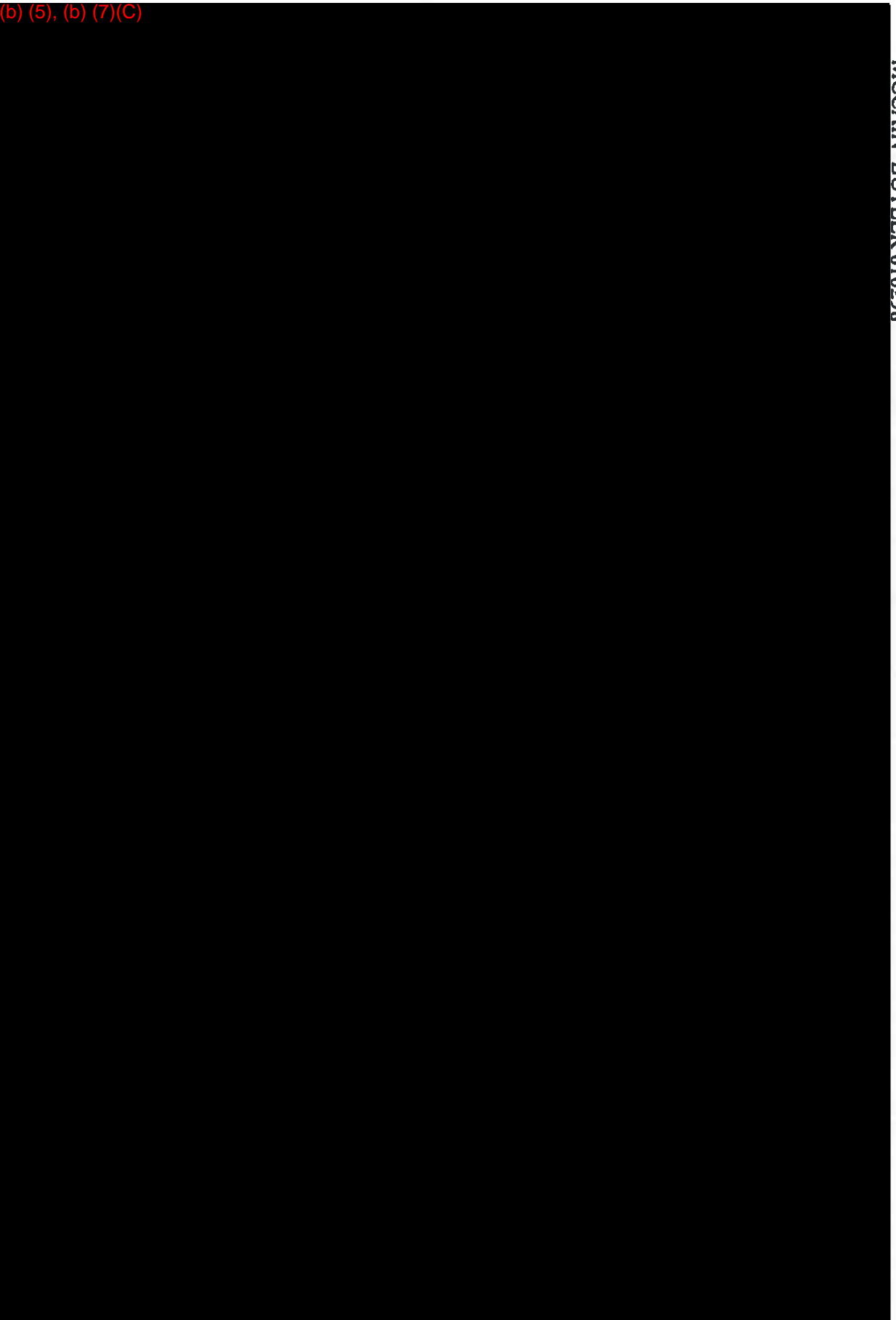
(b) (5), (b) (7)(C)

FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT
MCCANN BUTLER 0102974

DEFENSE EXHIBIT U
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

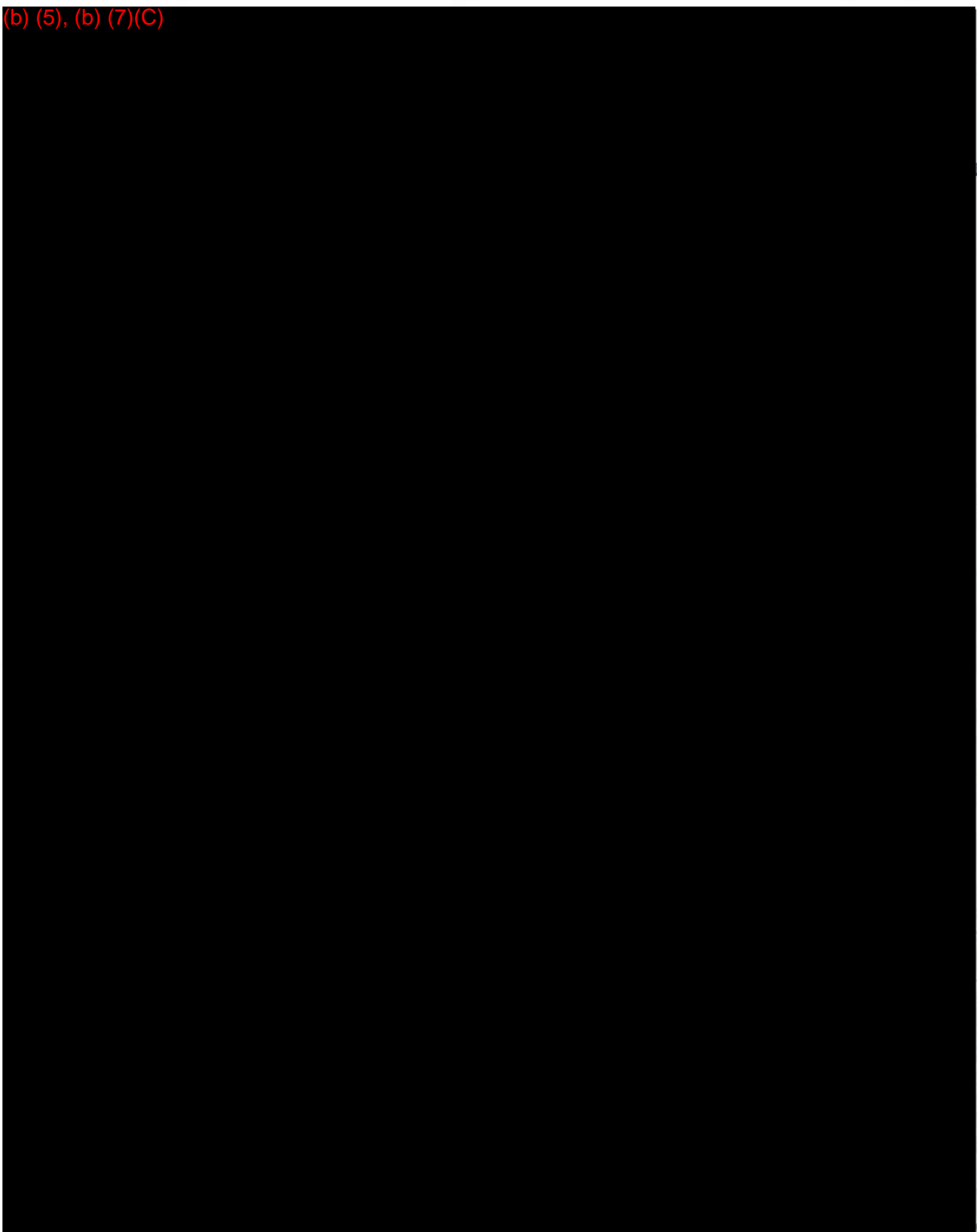
4059

(b) (5), (b) (7)(C)



FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT
MCCAIN BUTLER 0102985

DEFENSE EXHIBIT 11
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE
50 of 19

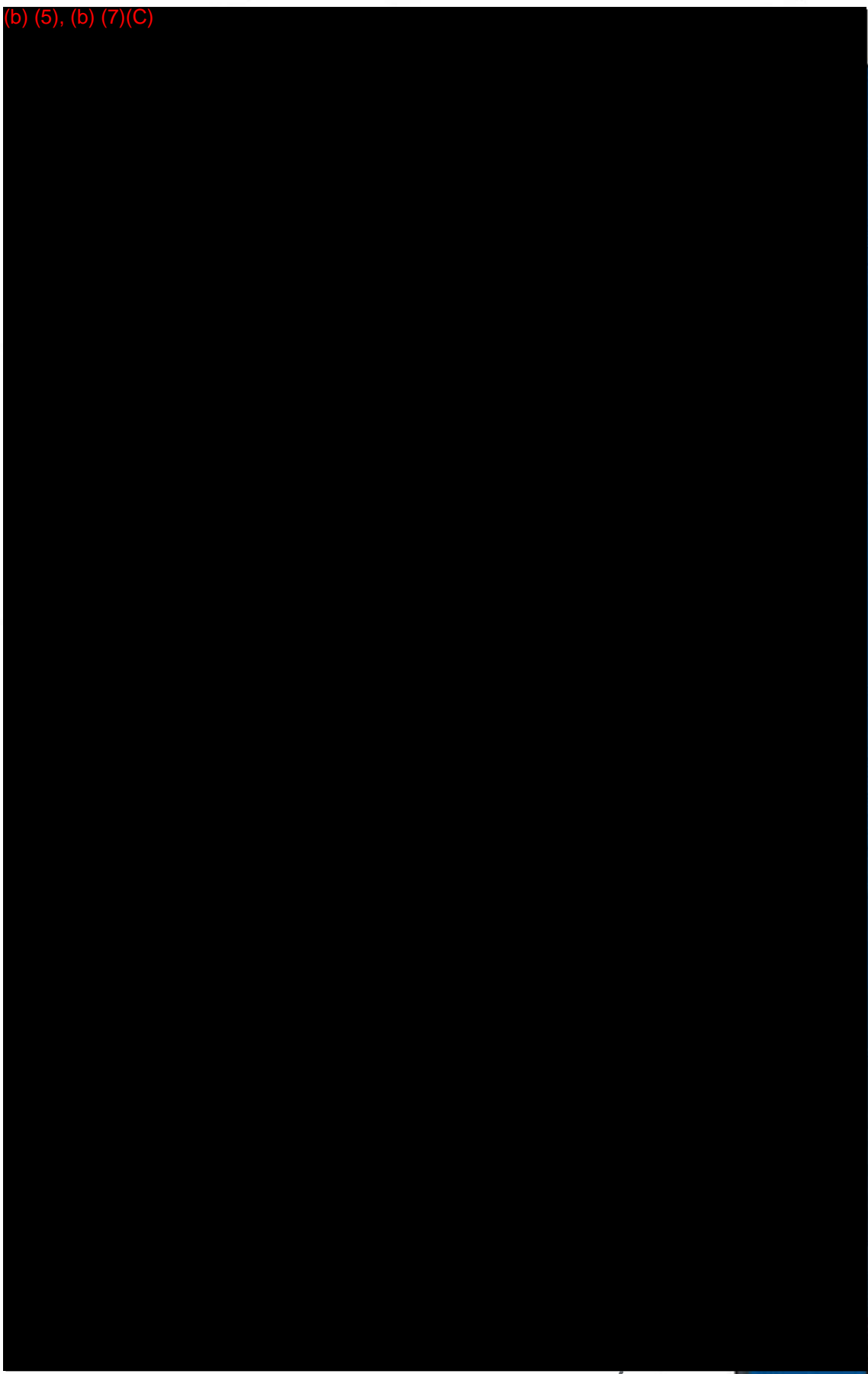


(b) (5), (b) (7)(C)



DEFENSE EXHIBIT 4
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
6 of 19

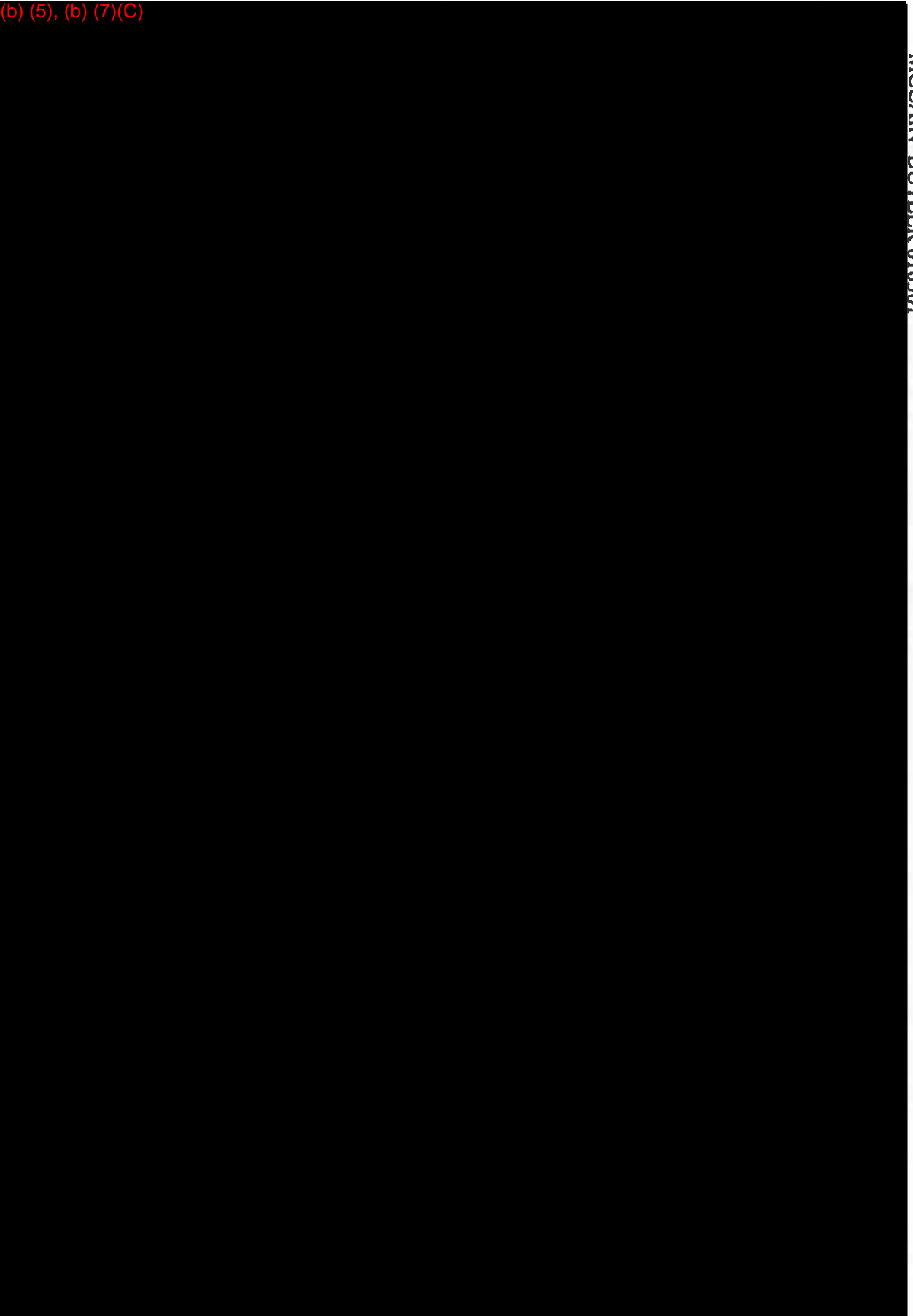
(b) (5), (b) (7)(C)



FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT
MCCAIN BUTLER 0103007

DEFENSE EXHIBIT 4
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE
70F19

(b) (5), (b) (7)(C)



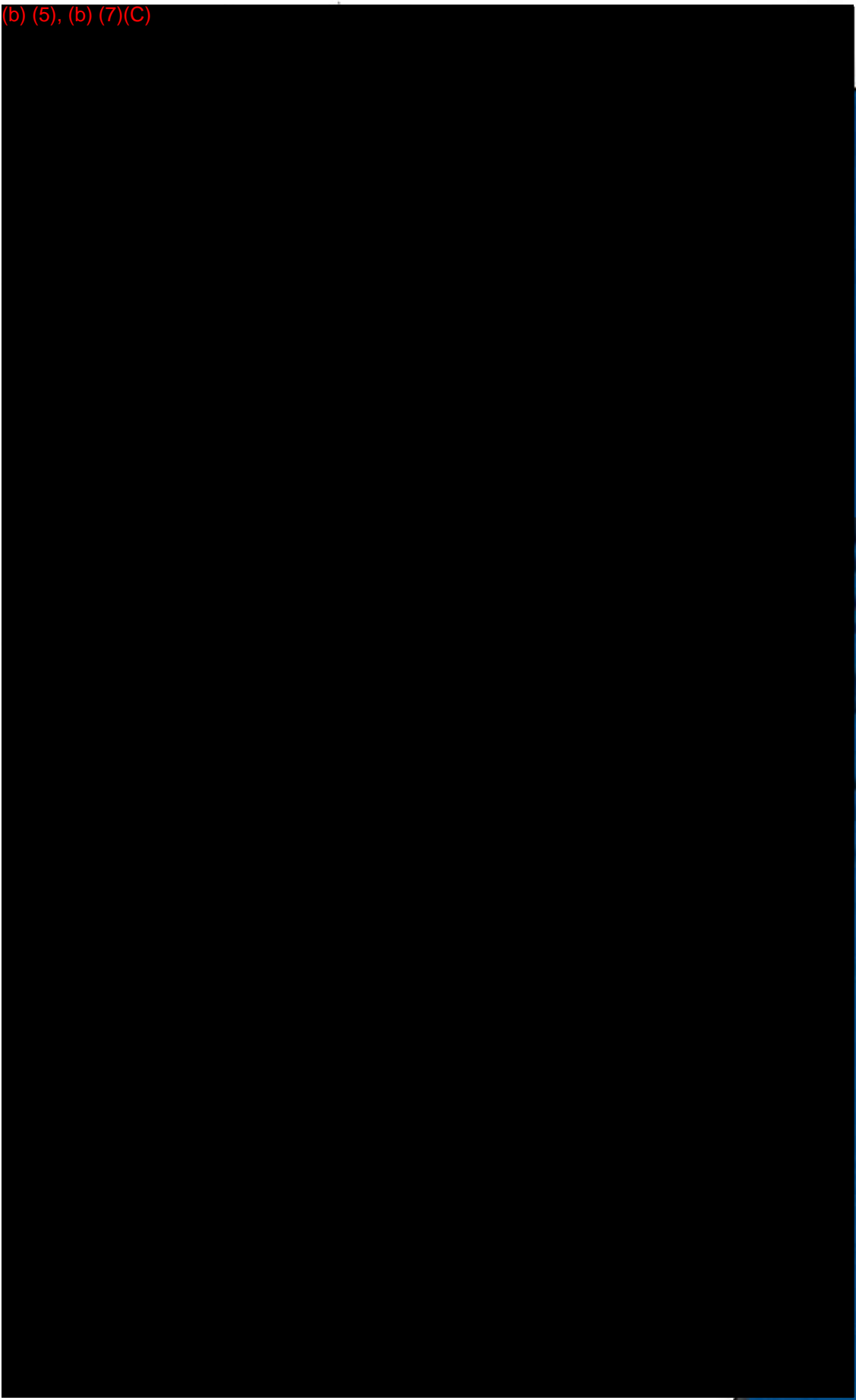
FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT

MCCAIN BUTLER 010301 8

DEFENSE EXHIBIT 4
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

8 of 19

(b) (5), (b) (7)(C)



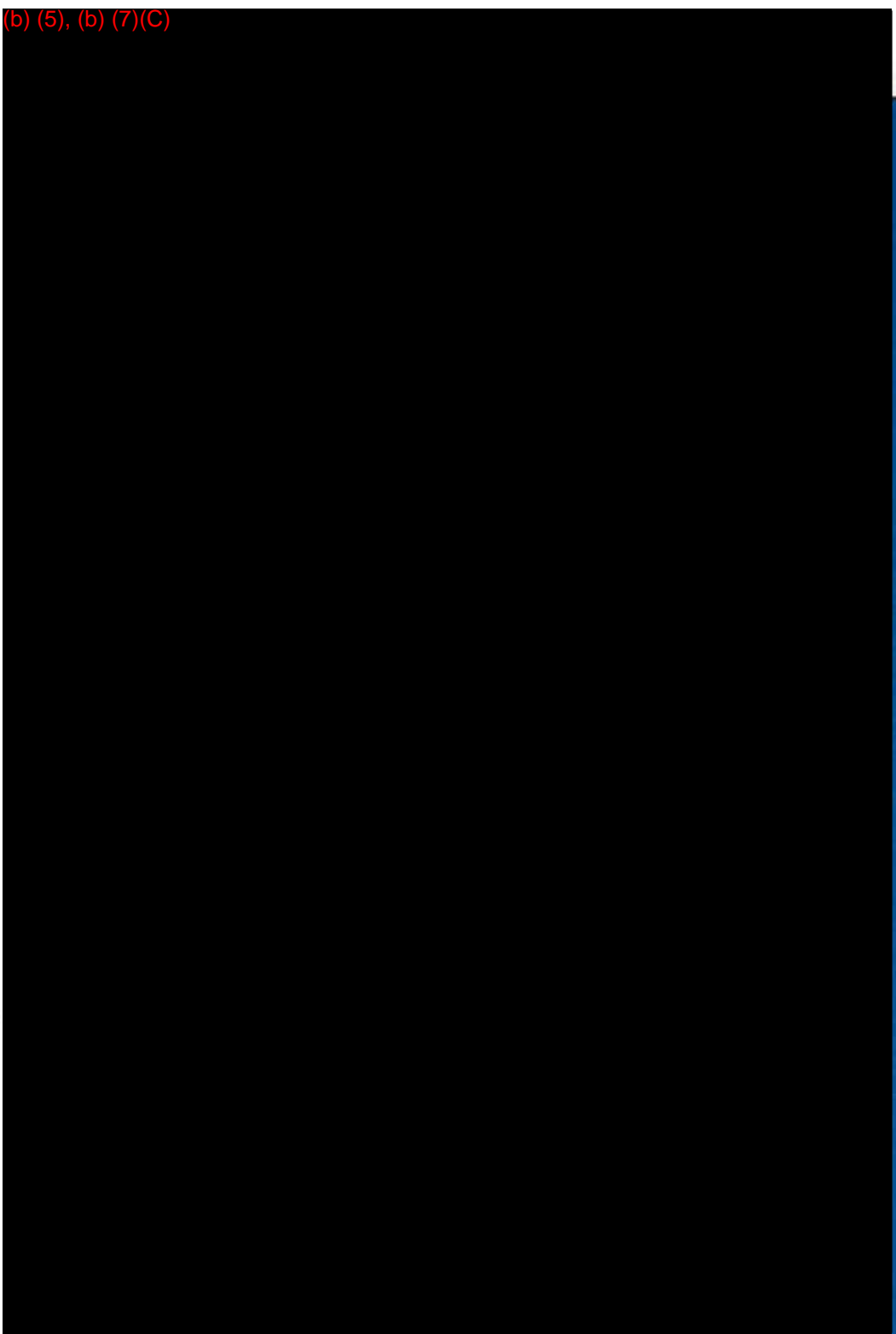
FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT

MCCAIN BUTLER 0103029

DEFENSE EXHIBIT U
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

90F19

(b) (5), (b) (7)(C)



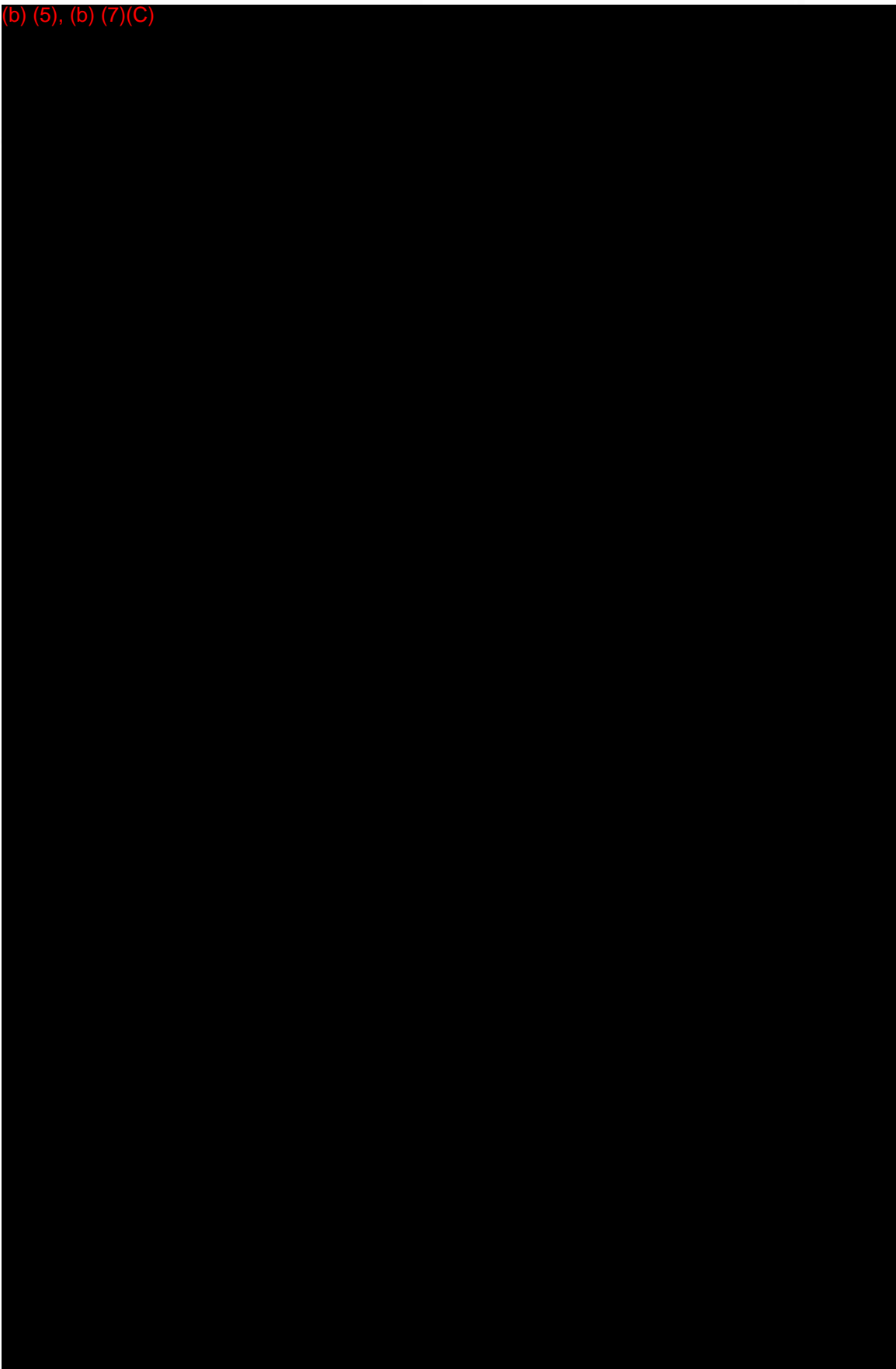
FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT

MCCAIN BUTLER 0103030

DEFENSE EXHIBIT 4
~~FOR IDENTIFICATION~~
OFFERED: PAGE
ADMITTED: PAGE

10 of 11

(b) (5), (b) (7)(C)

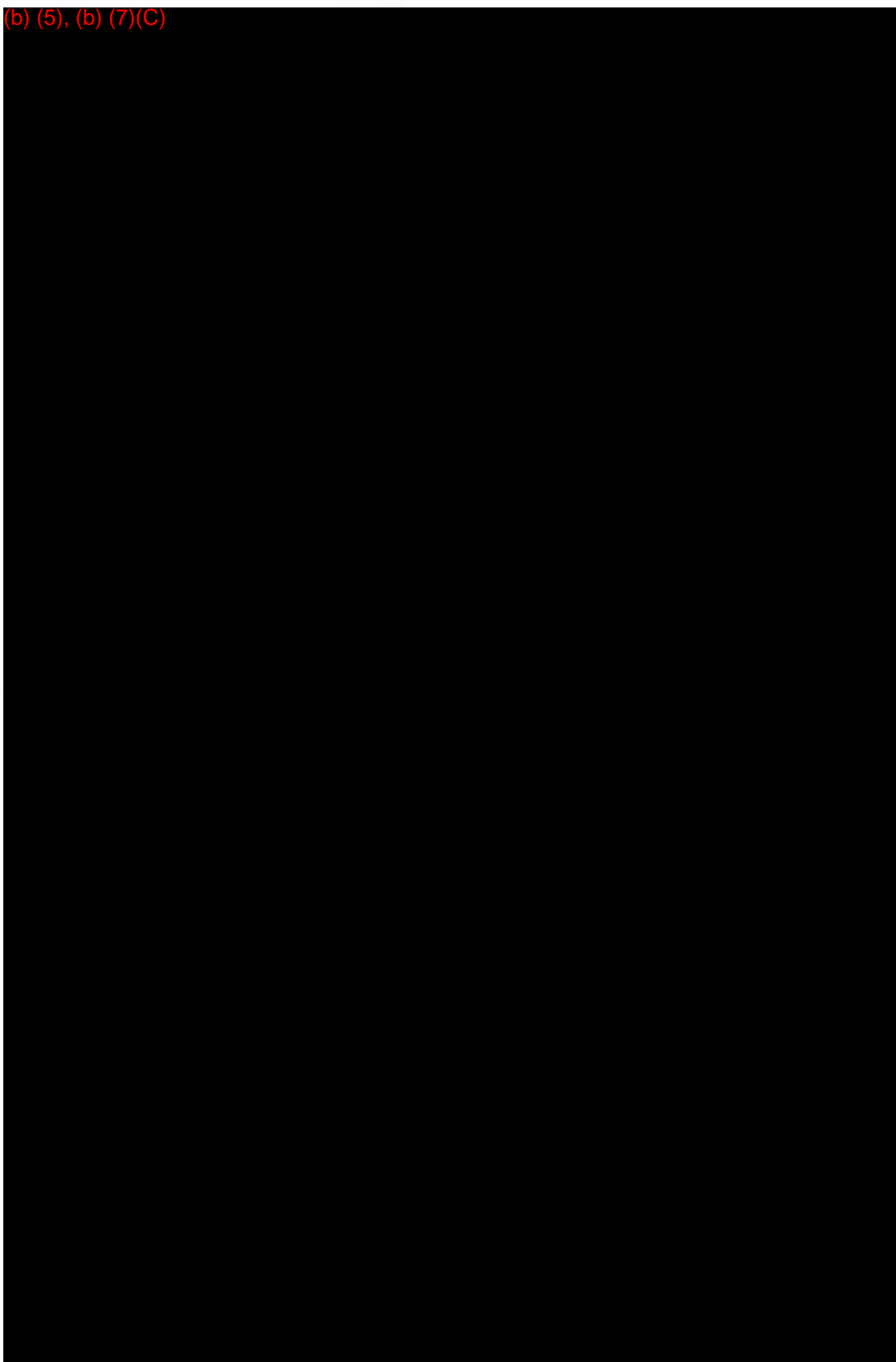


FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT

MCCAIN BUTLER 0103041

DEFENSE EXHIBIT 4
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
11/6/19

(b) (5), (b) (7)(C)



FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT

MCCAIN BUTLER 0103052

DEFENSE EXHIBIT 11
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
12096

(b) (5), (b) (7)(C)

FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT
MCCAIN BUTLER 0103063

DEFENSE EXHIBIT 4
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

1304 11

(b) (5), (b) (7)(C)

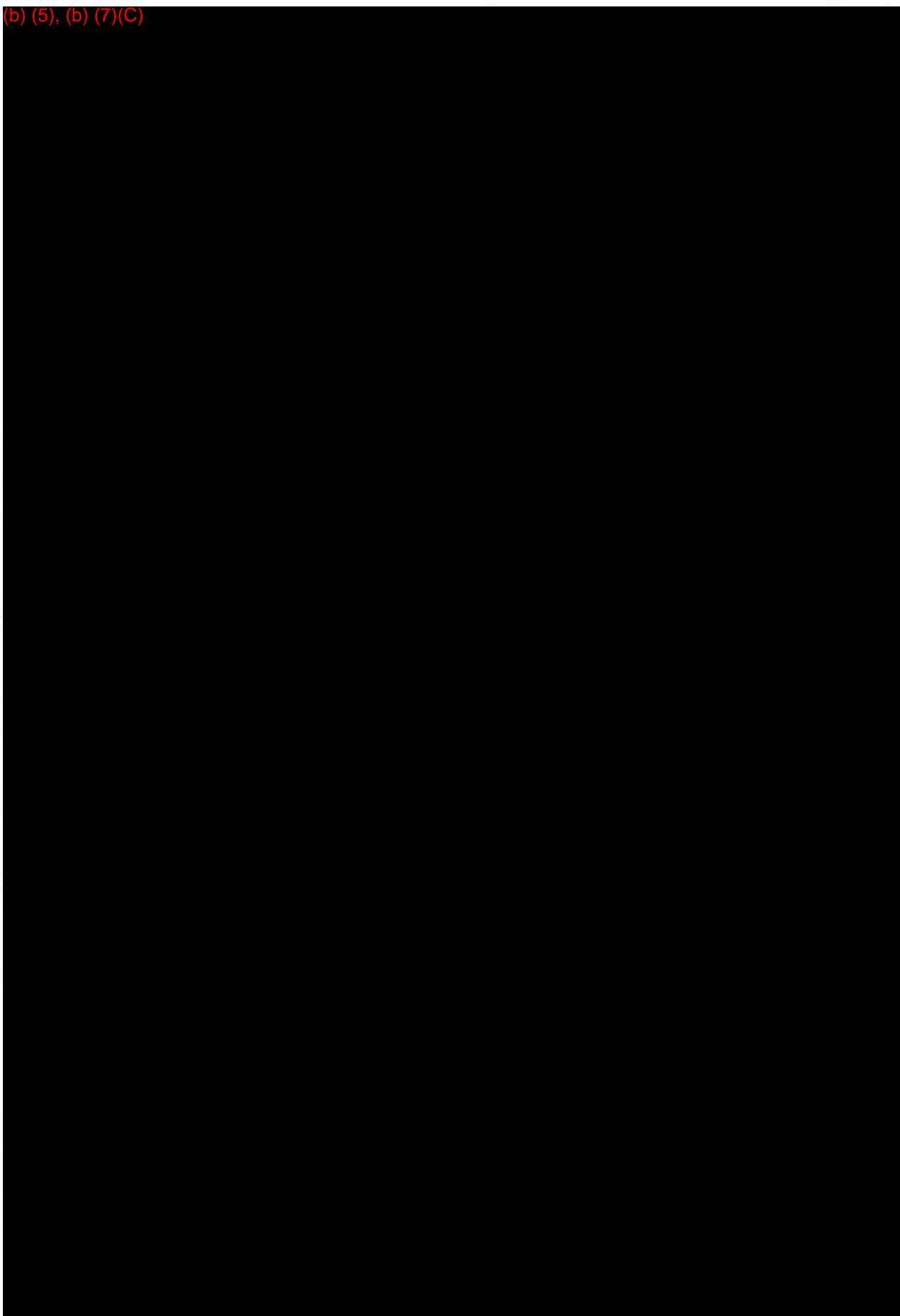


FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT

MCCAIN BUTLER 0103074

DEFENSE EXHIBIT 11
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
14 of 19

(b) (5), (b) (7)(C)



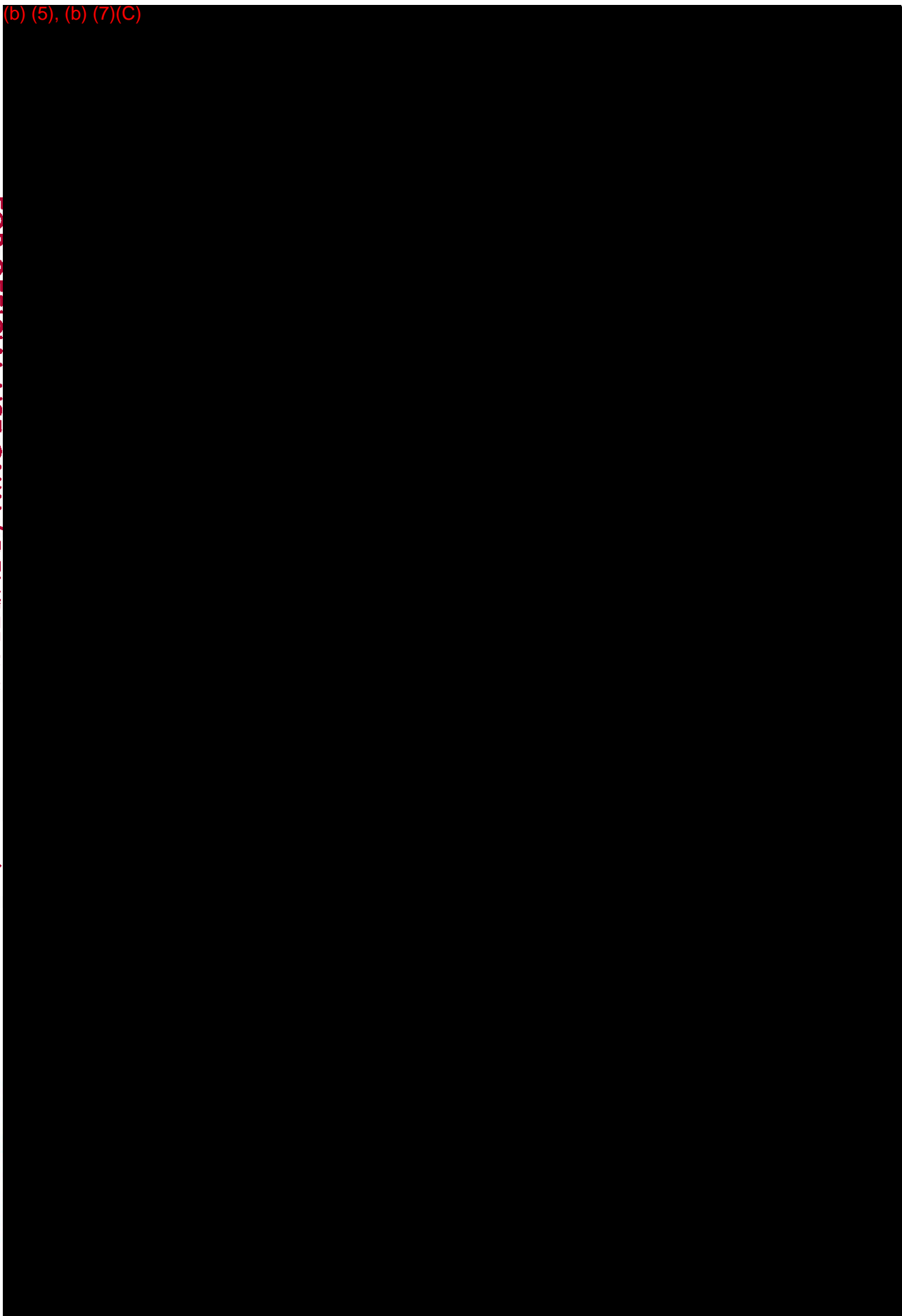
FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT

MCCAIN BUTLER 0103085

DEFENSE EXHIBIT 11
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

150F K

(b) (5), (b) (7)(C)

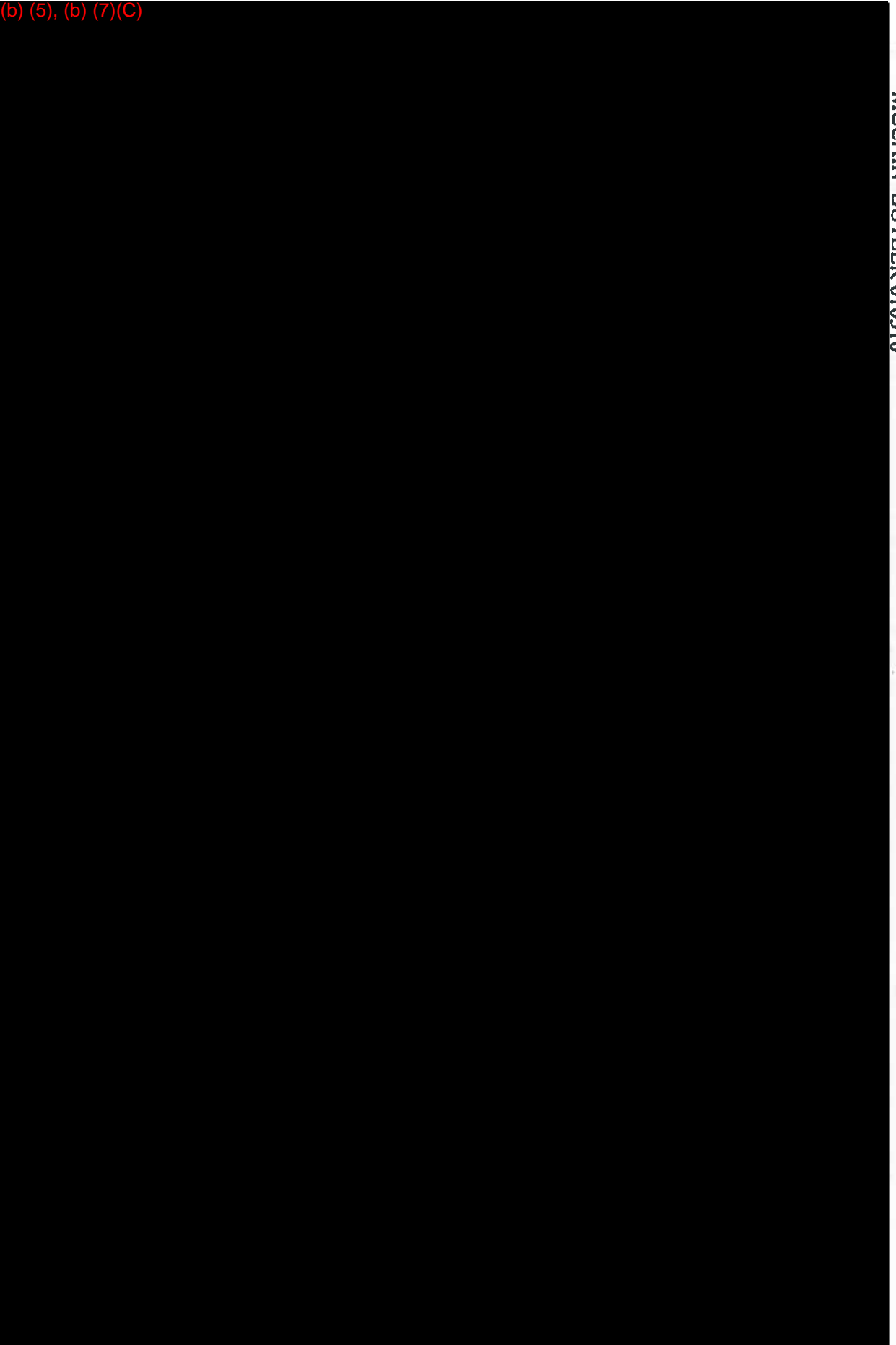


FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT

MCCAIN BUTLER 0103096

DEFENSE EXHIBIT 9
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
16 of 19

(b) (5), (b) (7)(C)



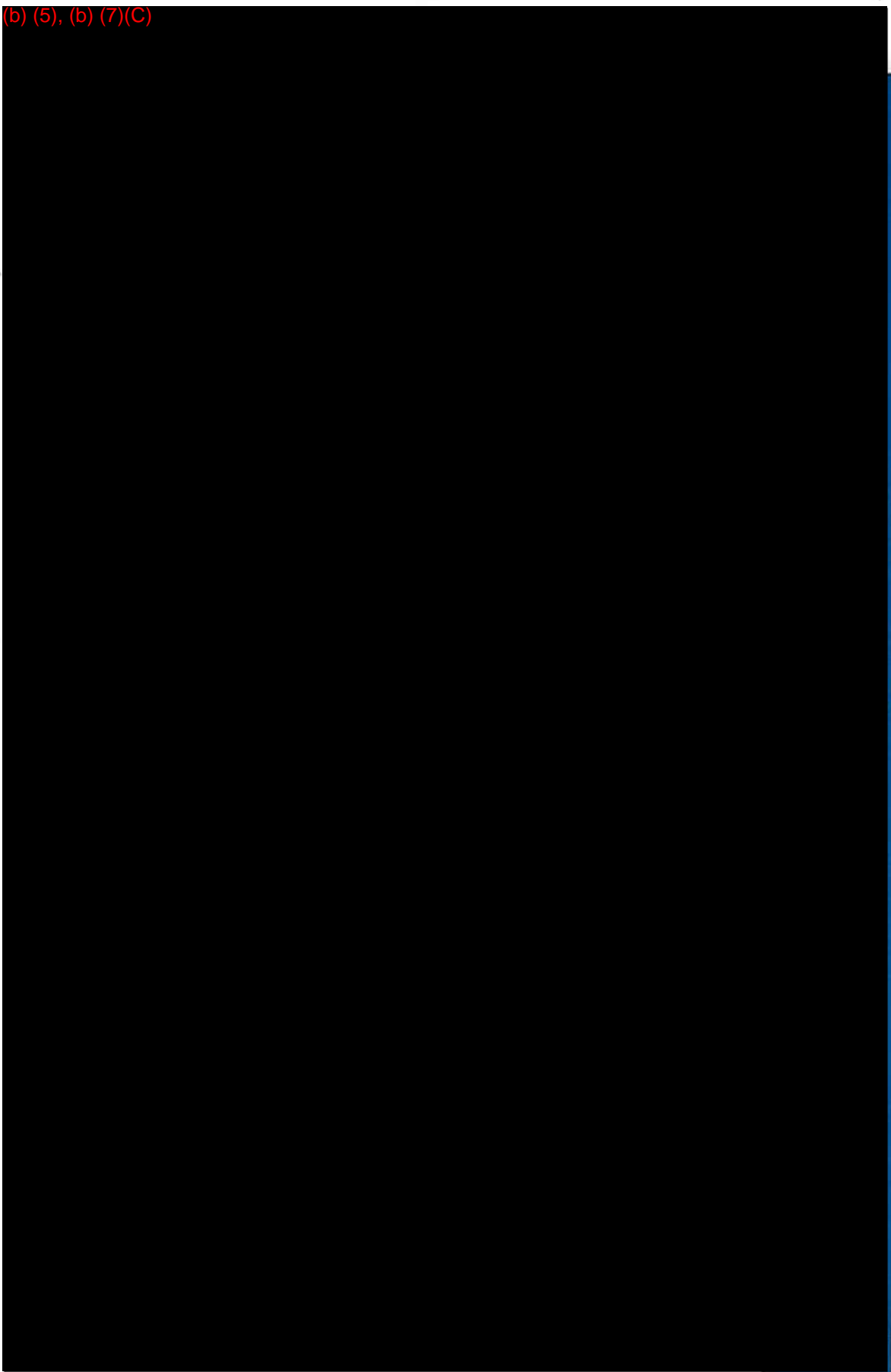
FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT

MCCAIN BUTLER 0103107

DEFENSE EXHIBIT 11
FOR IDENTIFICATION,
OFFERED: PAGE _____
ADMITTED: PAGE _____

17-19

(b) (5), (b) (7)(C)



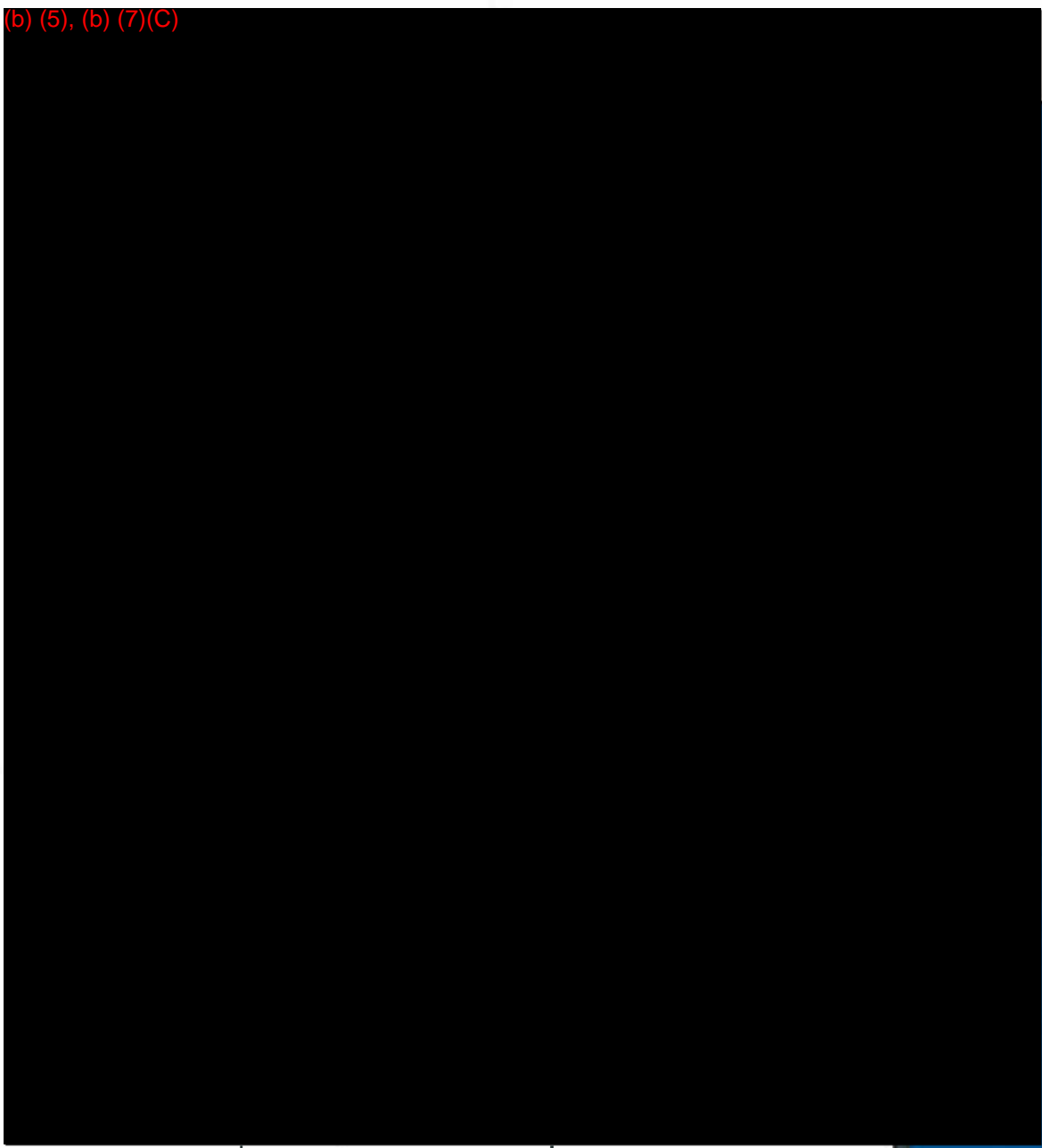
FOR OFFICIAL USE ONLY / DELIBERATIVE PROCESS / ATTORNEY WORK PRODUCT

MCCAIN BUTLER 010311B

DEFENSE EXHIBIT 4
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____

12/5/19

(b) (5), (b) (7)(C)



DEFENSE EXHIBIT 11
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE 19 of 19

(b) (6)

May 4, 2018

(b) (6)

859 Willamette St.
Pearl Harbor, HI 96860

Dear Lieutenant Commander (b) (6)

This letter is in support of our son Chief Jeffery D. Butler. Jeff is our oldest child of four children and our only son. Jeff grew up as a quiet, very respectful child and was a joy to be our little boy. He grew up to become a wonderful young man. We taught him to respect his fellowman and his country. His passion for the Navy came as a boy when his uncle would visit on his vacations from the Navy and bring him model ships. He said then he would one day become a sailor. He signed up to enlist in the Navy his junior year of high school but became ill his senior year and had to have surgery. After his surgery the doctors said that he would not be able to join the military. Jeff was disappointed that he could not join but he never complained or gave up his dream to enlist in the United States Navy. Jeffery moved to Washington D.C. with his grandparents to begin work. He began work but decided to try again to enlist. He was evaluated by doctors again and was given a clean bill of health and was able to join. Our son has served the military faithfully for over 20 years and worked hard to do his job to the best of his ability. Jeff is a great son, brother and husband to his wife (b) (6). He is a wonderful father to his three children whom he adores very much. We love our son, and want you to know that we are praying that his hardwork and integrity with the military will serve as a example of the kind of person Jeffery, is and the dedication he has shown to his career.

Sincerely,

Mr & Mrs (b) (6)

DEFENSE EXHIBIT V
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

10fs

(b) (6)

April 30, 2018

Dear Ms. (b) (6),

Hello, my name is (b) (6). I am the youngest sister of BMC Jeffery Butler.

Let me begin by saying thank you for being a representative for my brother during this difficult time. My family and I greatly appreciate you and for reaching out to us to ease some of our worries that we face everyday when thinking about him and his family. From the very moment that this tragic event occurred I have been constantly worried about him. I know that from the person my brother is, his outward demeanor is calm and cool, which has always made it hard to see how my brother is really feeling. Being that he is the eldest of 4 and the older brother of 3 sisters, he has always been the one to look after us all. Even when he left home to join the Navy, when I was only 5 or 6 years old, he still looked after us. As I grew into adult age and times began to be hard for me, he still remained there for me. No matter the distance, he still called to make sure his baby sister stayed strong. At this time I need him to do that very same thing for me. I can never imagine what he is experiencing, but I know that his character will speak for him during this time. I will keep you and your legal team in my prayers as you all work hard in this case. I know that this can be a difficult task for you all as well. Again, we thank you for your hard working efforts that have been done so far and the work that you will do in the future.

DEFENSE EXHIBIT V
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

2015

April 22, 2018

(b) (6)

Dear Lieutenant Commander (b) (6),

I'm writing this letter on the behalf of Chief Butler. My name is (b) (6) and Chief Butler has been my big brother for the last 37 years. I want to show him all of my love and support during this difficult situation.

Growing up, our parents raised us in a Christian household. We were taught to always do our best and to honor and represent our family in everything we do. My siblings and I often struggled with not being able to act like others in our community. Our father was quick to point out that we were never meant to be ordinary but to be extraordinary leaders. Our mother also instilled in us a sense of excellence in any task that we would complete. She would often say do your very best the first time you are given a task to do. I know that these values reside in Jeff because of the success he has had throughout his years of service in the Navy, as well as the values that I have seen imparted in my niece and nephews.

My brother has an impeccable work ethic. He has worked very hard to excel in his position. Jeff works tirelessly, going above and beyond the call of duty even at the expense of lost time from his family. He is an incredible example of a husband, father, son, brother, and sailor. I am so proud of the man Jeff has grown up to be. He is an excellent representative of all of the values our parents worked so hard to instill within us. He also embodies the Core Values of the United States Navy: honor, courage, and commitment.

In conclusion, I love my brother very, very much and I am sending this letter to support him during this very difficult situation. At the end of the day, he is my big brother and I will be there for him just like he has always been there for me.

SINCERELY,

(b) (6)

DEFENSE EXHIBIT V
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
30K

18 May 18

From: (b) (6) USAF
To: The Court-Martial

Subj: BMC JEFFERY BUTLER, USN

1. I am writing this letter at the request of my brother's defense counsel. I am one of Jeffery's younger sisters and I'm writing this letter with the hope that the court-martial will have a better understanding of who Jeffery Butler is as a brother and a great person. I am currently serving as the NCOIC, Plan/Security Forces with the 374th Security Forces Squadron at Yokota Air Base, Japan since August 2017 and have been serving in the United States Air Force since September 23, 2008.
2. Jeff at a young age always had an authoritative demeanor that let everyone know he was reliable and trustworthy. Growing up our parents worked a lot which naturally lead to plenty of absents from them, and in turn a lot of the "parental" responsibilities fell on Jeff. He always took the time to assure my younger sister and I were taken care of. Whether it be to play with us outside, watching cartoons or movies, or even the daunting task to make sure our homework was completed. Jeff just wanted to make sure we were okay.
3. Jeff is the main reason I enlisted in the United States Air Force. He fostered and encouraged my decision to join the Air Force in the first place. I always respected and admired him for that. I knew I wanted to follow into his footsteps when I realized the amazing opportunities he had while serving our country. I used to overhear Jeff and our uncle conversations, who also served in the Navy, swapping sea stories and I wanted to have stories of my own and share like they did. My admiration for Jeff grew further when he was at Recruit Training Command and I witness the devotion and dedication he had for his Sailors. Our parents and my sister-in-law, Jeff's wife, we were so proud of the man Jeff had developed into.
4. Once I enlisted in the Air Force, Jeff and I didn't see each other very often, but we have always kept in touch. To this day, he is always looking out for his younger sisters. When I was selected as the Non-Commissioned Officer (NCO) of the quarter in my unit, I couldn't wait to tell him and of course he was so proud of me. He motivated me to push myself, winning NCO of the quarter is just one example of how his influence helped me achieve my goals.
5. Being in the Navy has really meant the world to Jeff. Jeff pours his heart and soul into everything he loves. Making Chief was really the culmination of all of the hard work. Our grandfather, who served during WWII, would always ask Jeff if he had made Chief yet. Unfortunately our grandfather passed away before seeing Jeff achieve the rank of E-7, but I do believe it was a catalyst for him to push towards a promotion. Even after the horrible tragedy on MCCAIN, he has continued to be there for his Sailors and has tried to hold his head high. My brother isn't one to show his emotions. His the type of person who doesn't want to make others worry about him, but I could tell the effects of this very tragic accident has very affected my very caring brother. When speaking with him, I get the sense that he is carrying the weight of the world on his shoulders and is taking everything very personally. Over time my brother reassured

DEFENSE EXHIBIT ✓
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
4 of 5

me that everything would be ok, and I shouldn't worry. He told me he had placed his trusted in our God. Over the last few months, I have seen a resiliency in Jeff that would shock many, but it come to no surprise to me. Through it all, he has stayed committed and devoted to his family and career as a Sailor. There is nothing in this world more important to him than those two things.

6. Thank you for your time. I may be reached at (b) (6) for any questions.

(b) (6)

NCOIC, Plans
374th Security Forces Squadron
Yokota AB, Japan

DEFENSE EXHIBIT V
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

5075

Jeffery Butler



Sailor – Husband – Father

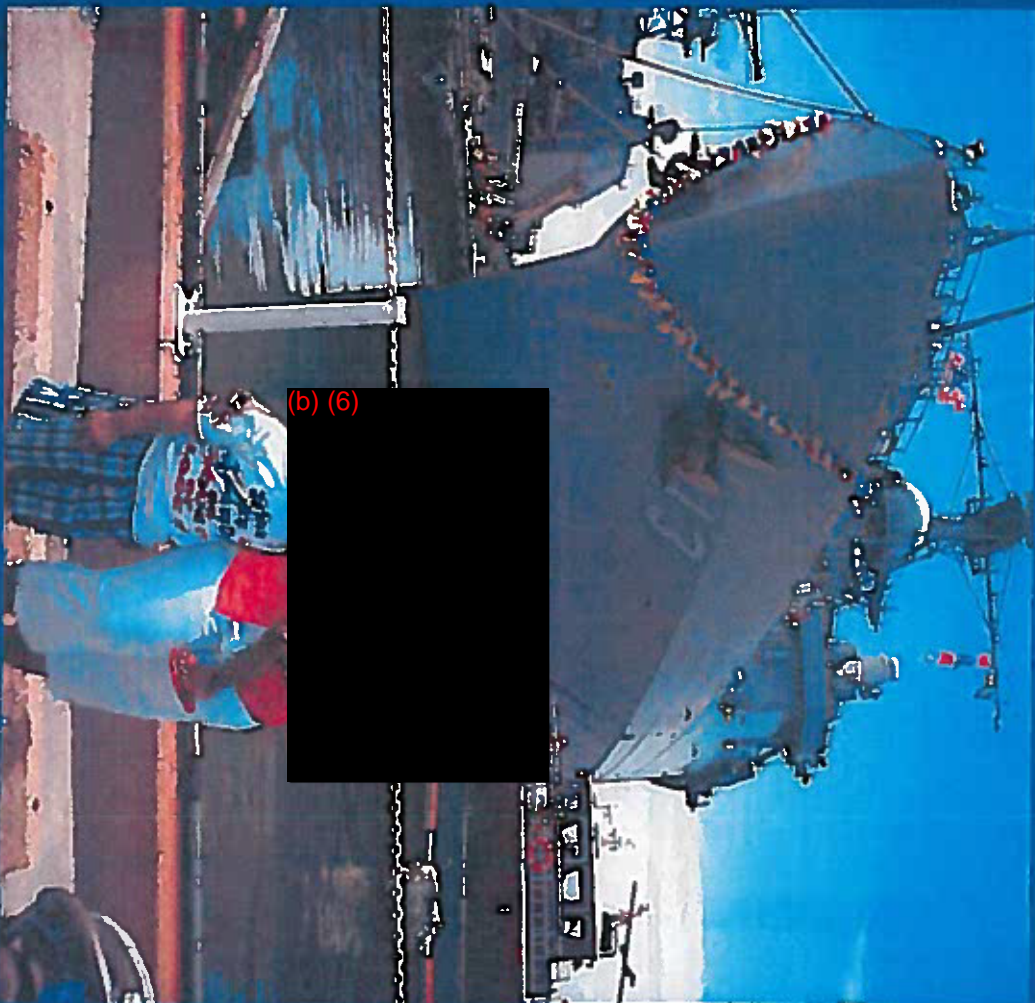
DEFENSE EXHIBIT W
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
10/20

Family attending my first Pass-in-Review at RTC Division #199, 2010



DEFENSE EXHIBIT W
FOR IDENTIFICATION
OFFERED: PAGE 1
ADMITTED: PAGE 1
2 of 20

Family waiting on the pier as the USS Nashville (LPD 13) returns from deployment



DEFENSE EXHIBIT IN
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
3 of 20

Return from USS Nashville's (LPD 13) 2009 Africa Partnership Station



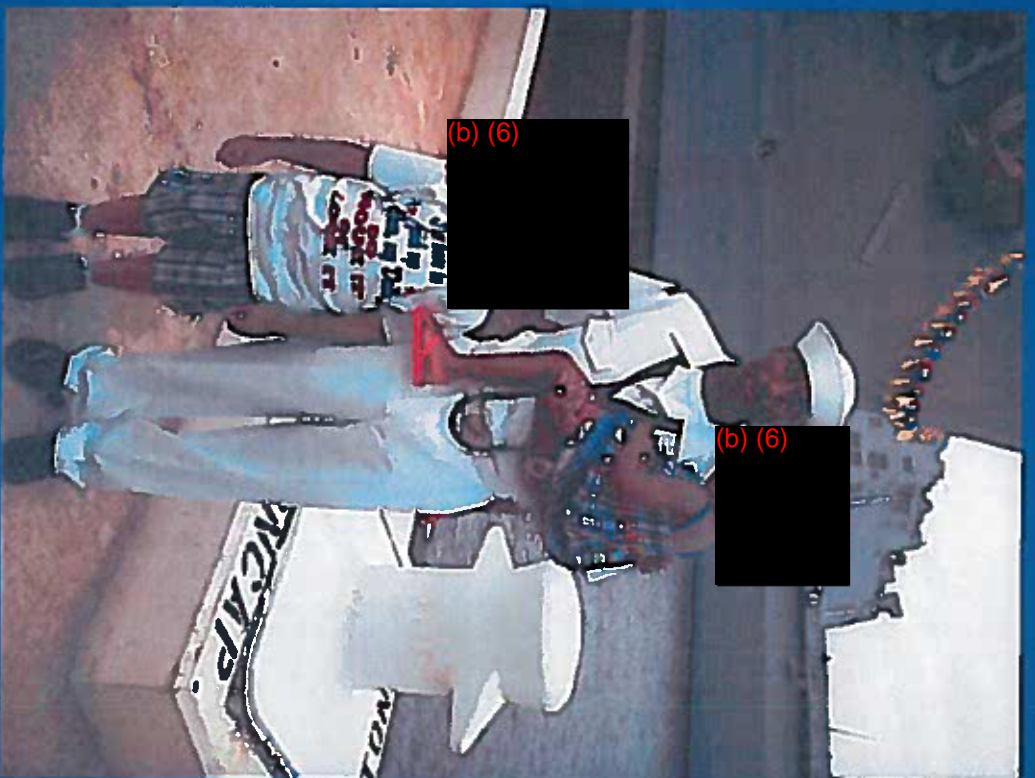
DEFENSE EXHIBIT W
FOR IDENTIFICATION
OFFERED: PAGE 1
ADMITTED: PAGE 1
40420

Mom and Dad at Pass-in-Review, RTC Great Lakes



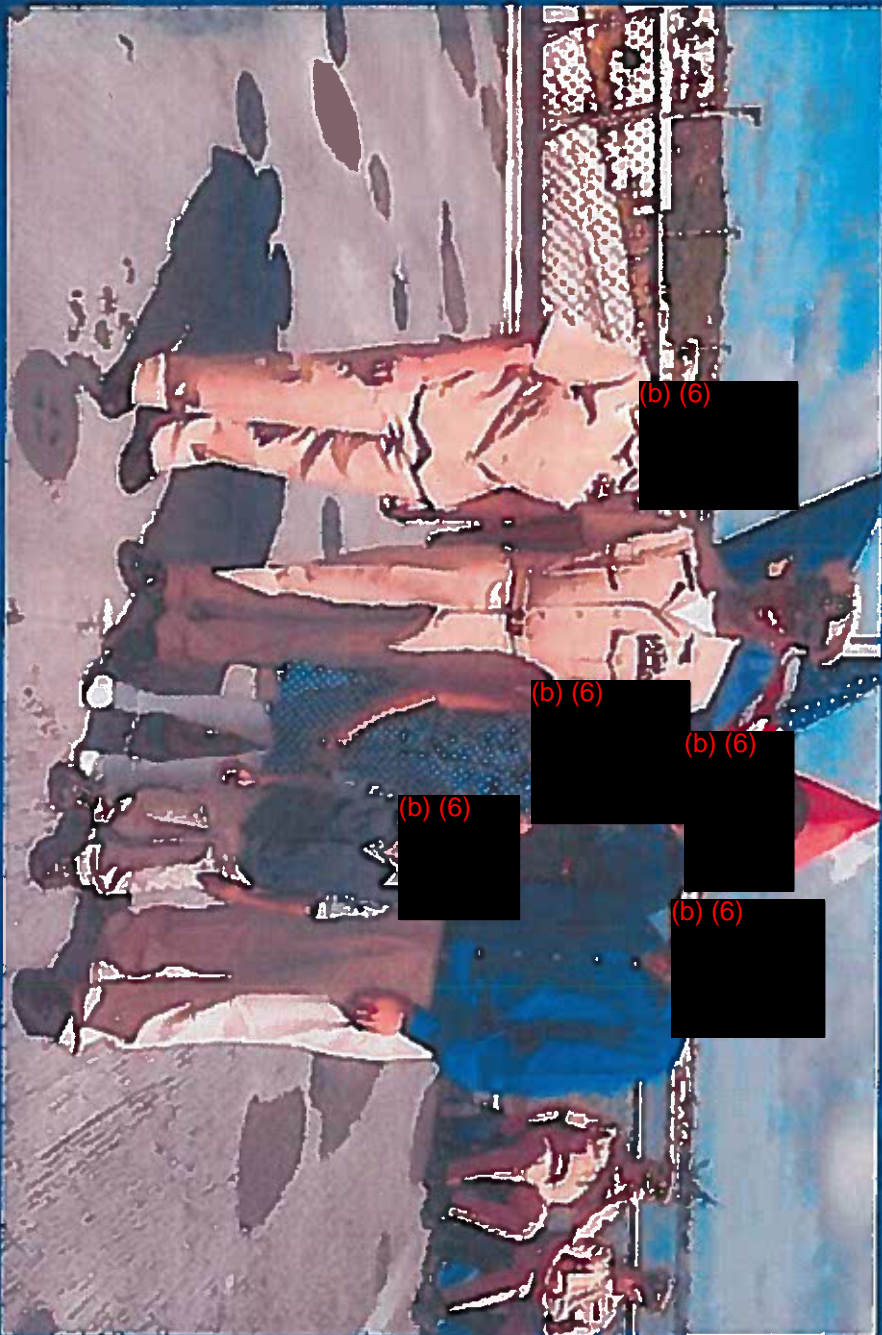
DEFENSE EXHIBIT W
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
50 of 20

Naval Station Norfolk with my kids in front
of USS Nashville (LPD 13), 2009



DEFENSE EXHIBIT IN
~~FOR IDENTIFICATION~~
OFFERED: PAGE _____
ADMITTED: PAGE _____
6 of 20

My family and my Chief sponsor MAC Christensen at CPO Pinning in Guam



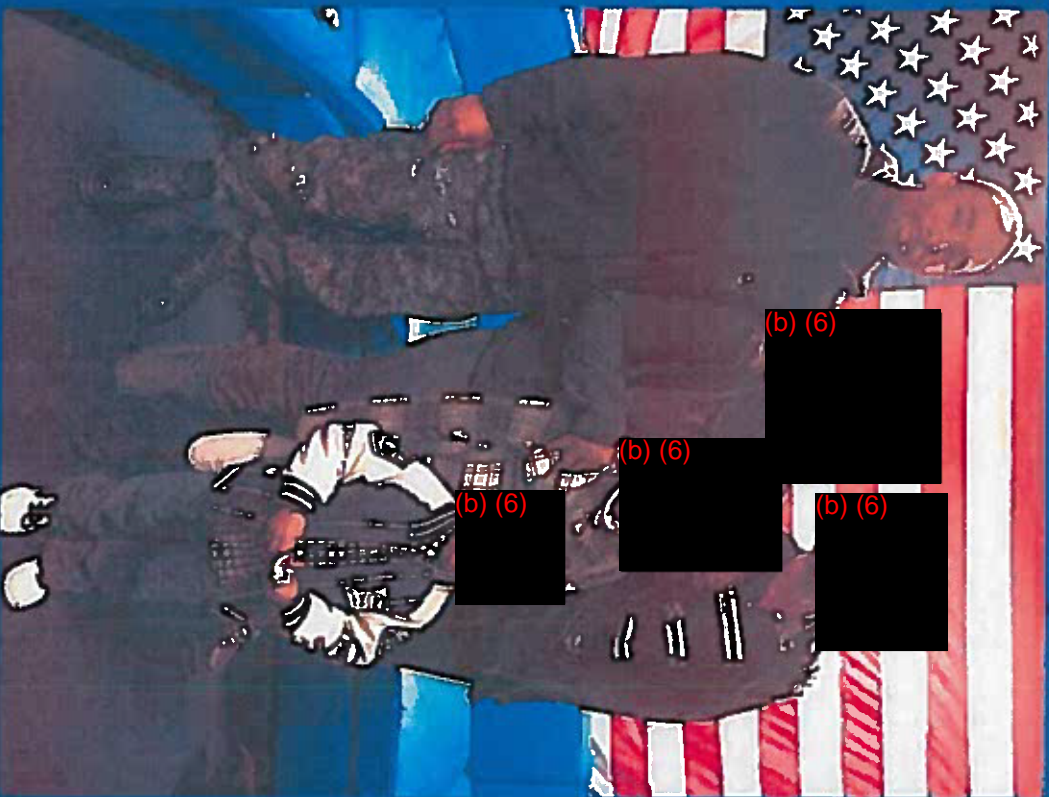
DEFENSE EXHIBIT IV
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE
70f20

Sailor of the Year Award with USS Germantown (LSD 42) CO, CDR Harrington



DEFENSE EXHIBIT W
FOR IDENTIFICATION
OFFERED: PAGE 11
ADMITTED: PAGE 11
80420

Family visiting For Christmas onboard USS Germantown (LSD 42)



DEFENSE EXHIBIT 14
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

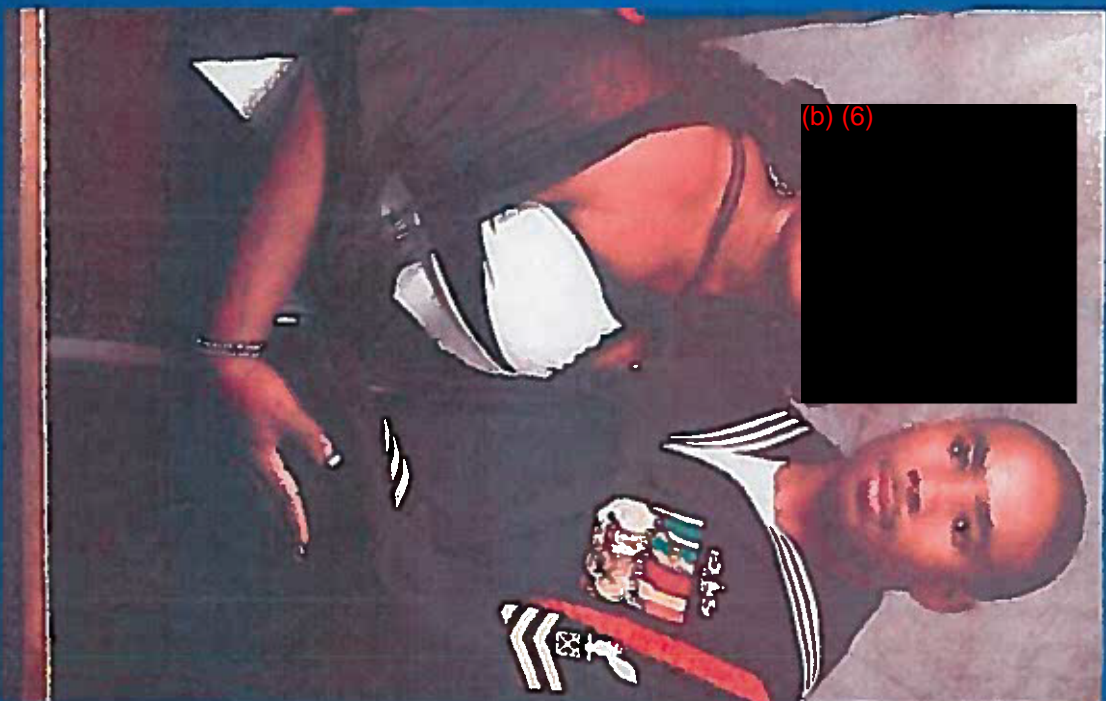
9 of 20

Returning from a 3 month patrol, USS Germantown (LSD 42), 2013



DEFENSE EXHIBIT IN
FOR IDENTIFICATION
OFFERED: PAGE 11
ADMITTED: PAGE 10 of 26

Navy Ball in Chicago, 2010



DEFENSE EXHIBIT W
FOR IDENTIFICATION
OFFERED: PAGE
ADMITTED: PAGE
11 of 20

RDC Graduation Photo, 2010



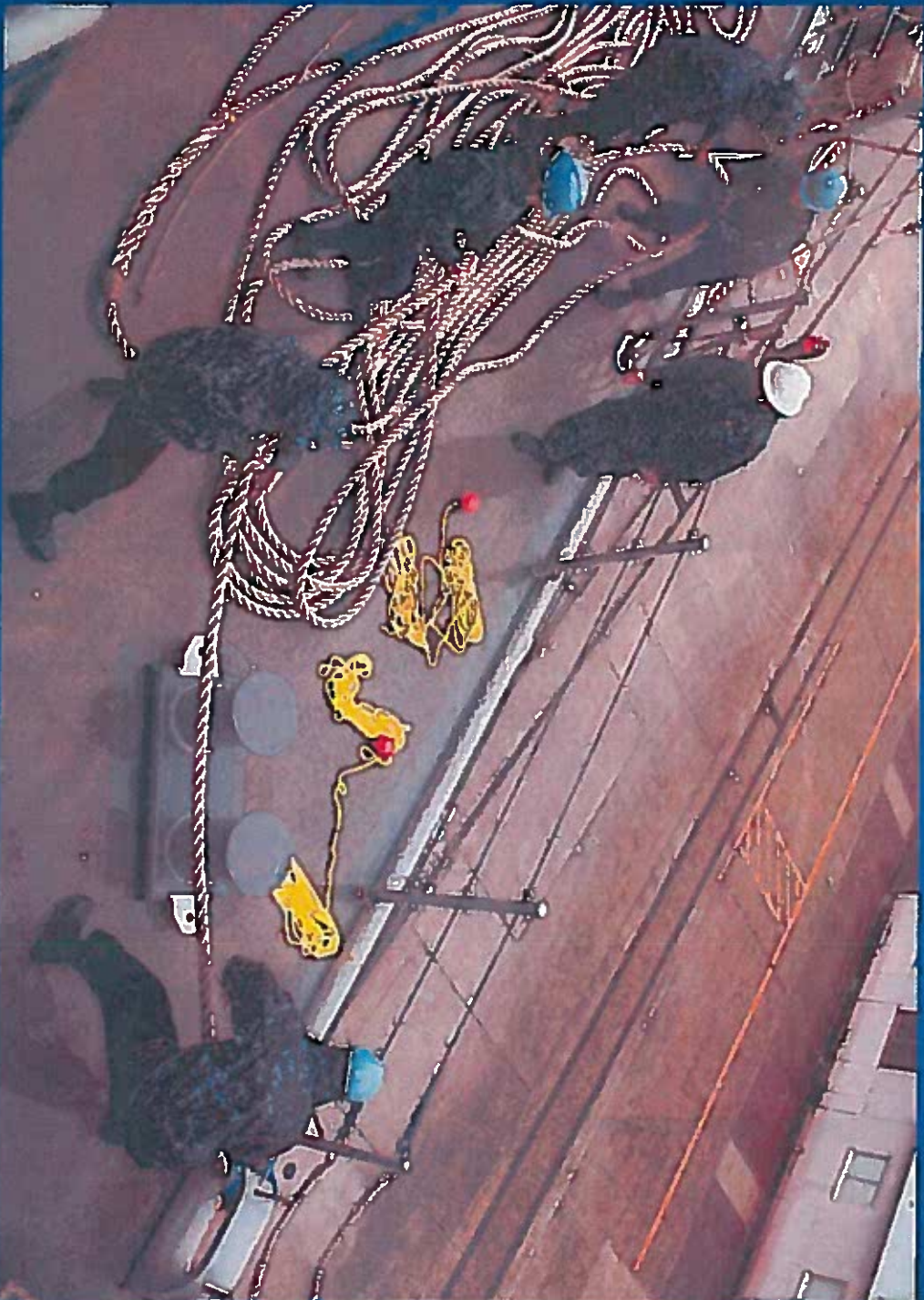
DEFENSE EXHIBIT W
FOR IDENTIFICATION
OFFERED: PAGE 11
ADMITTED: PAGE 12 of 20

Graduation Photo For Division 214, 2011



DEFENSE EXHIBIT W
FOR IDENTIFICATION
OFFERED: PAGE 11
ADMITTED: PAGE 11
13420

Instructing Line Handlers during LSD 42 mooring to India 7 Pier in Sasebo, Japan



DEFENSE EXHIBIT IV
FOR IDENTIFICATION
OFFERED: PAGE 11
ADMITTED: PAGE 11
14 of 20

USS Germantown (LSD 42) Flight Deck Team, 2013



DEFENSE EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE 1
ADMITTED: PAGE 1
15 of 20

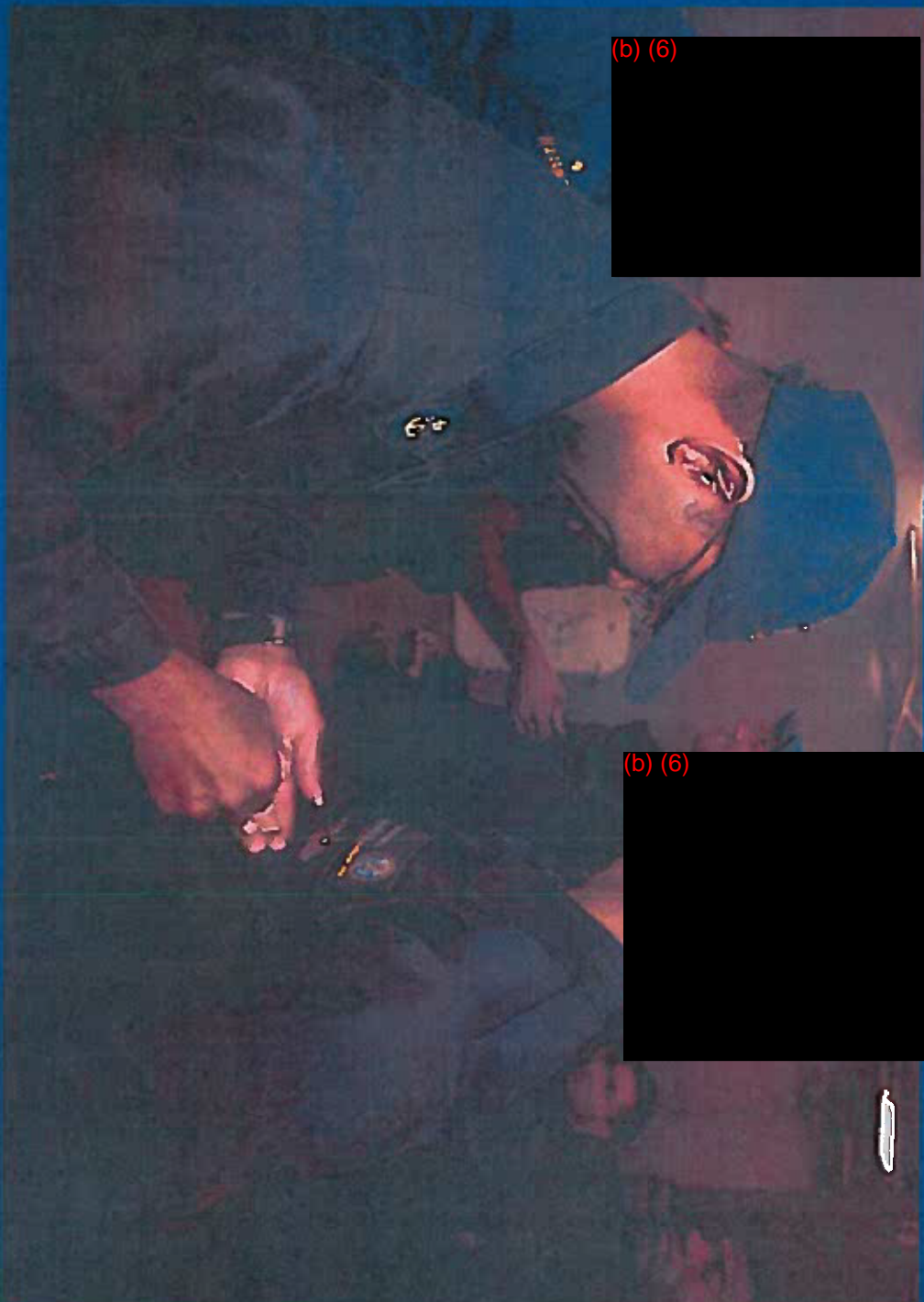
USS John S. McCain (DDG 56) Swim Call



DEFENSE EXHIBIT 2
FOR IDENTIFICATION
OFFERED: PAGE 11
ADMITTED: PAGE 11

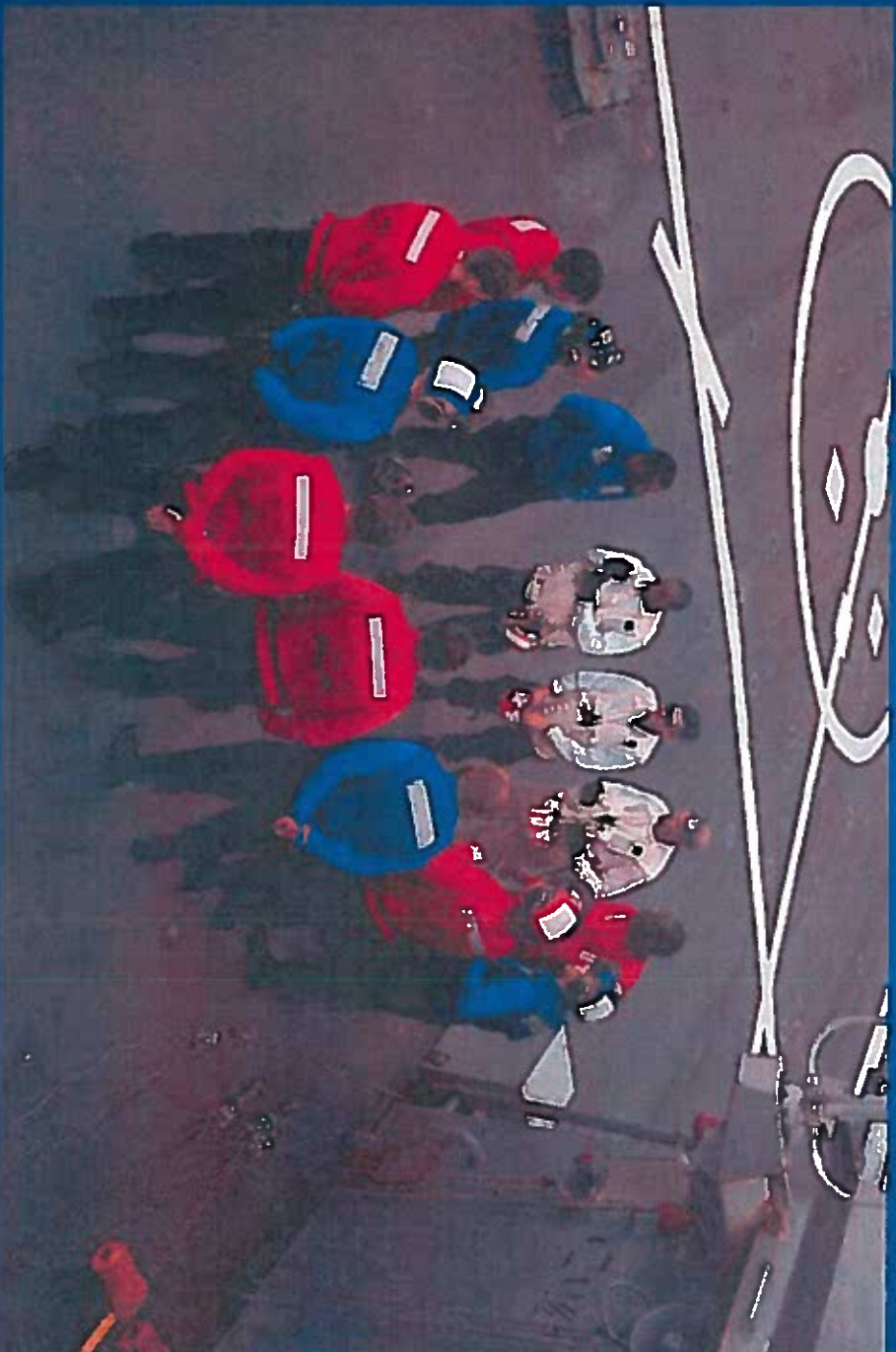
16 0820

Pinning ESWS on
USS Germantown (LSD 42), 2016
onboard



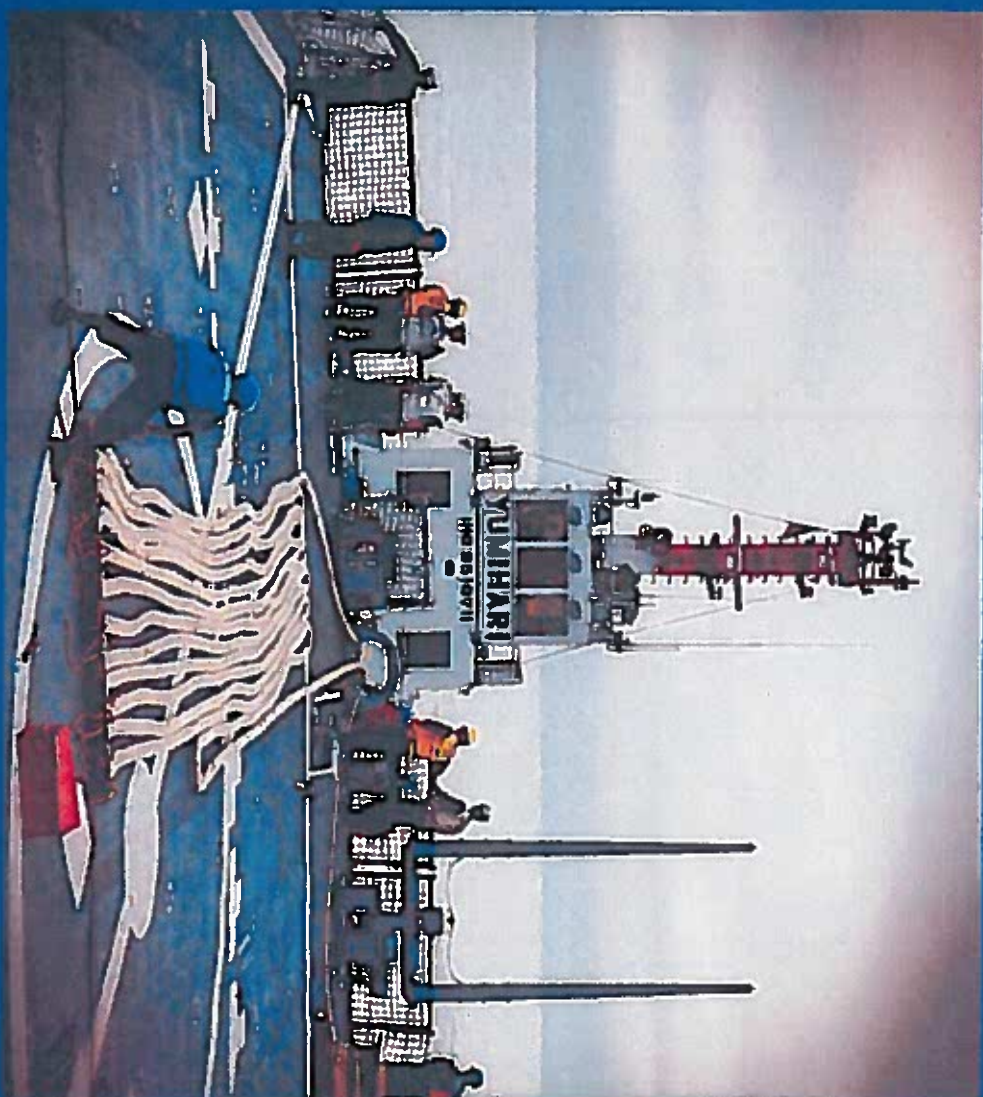
DEFENSE EXHIBIT N
FOR IDENTIFICATION
OFFERED: PAGE 1
ADMITTED: PAGE 1
1/16/20

Briefing the Flight Deck Team before flight ops onboard the USS John S. McCain (DDG 56), 2016



DEFENSE EXHIBIT 17
FOR IDENTIFICATION
OFFERED: PAGE 11
ADMITTED: PAGE 11
2/11/17

Towing evolution onboard the
USS John S. McCain (DDG 56)
Sasebo, Japan, July 2016



DEFENSE EXHIBIT 19
FOR IDENTIFICATION
OFFERED: PAGE 1
ADMITTED: PAGE 19 of 20

Evening Colors onboard USS John S. McCain (DDG 56)



DEFENSE EXHIBIT W
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

20 of 20



MILITARY COMPENSATION

Search militarypay.defense.gov

HOME

ABOUT

BLENDED RETIREMENT

PAY

CALCULATORS

RESULTS

REFERENCES

Home > Calculators > Active Duty Retirement > High-36 Calculator

High-36 Calculator

Career Factors

Please adjust each of the factors below to suit your situation

Year of Retirement 2018

Years of Service at Retirement Years 21 Months 0

Grade at Retirement E 7

Economic Factors

You may accept the default values below or adjust the values based upon your expectations about the economy

Tax Rate 28%

Calculate

Reset

Disclaimer: These compensation rates are subject to change based on revisions made to Bureau of Labor Statistics wage rates

Final Pay High 36 Retirement Calculator Output

These results are based on your assumptions. The future will differ from these assumptions and actual results will differ correspondingly. Remember these results are not guaranteed; they are merely estimates. This point cannot be emphasized too heavily - there is no guarantee that the assumptions will all prove correct. This is why you should "play" with the assumptions.

The intent of this analysis is to help you to make a fairly simple and direct estimate of the financial flow resulting from your retirement and be able to investigate some of the basic factors that influence the results. The actual results will depend on what happens in the economy and your career decisions.

Assumptions:

Career Factors

Year of Retirement	2018
Years of Service at Retirement	21 years 0 months
Grade at Retirement	E 7

Economic Factors

Anticipated Annual Active Duty Pay Raise	2.1%
Tax Rate	28%

Summary Results Table

The following table displays: 1) the before tax monthly, annual, and cumulative retired pay and 2) the after tax annual and cumulative retired pay for selected inflection points in your retired career.

Years Out	Year	Before Taxes			After Taxes	
		Monthly Pay	Annual Pay	Cumulative	Annual Pay	Cumulative
1	2018	\$2,379.65	\$28,555.80	\$28,555.80	\$20,560.18	\$20,560.18
10	2027	\$2,863.91	\$34,366.86	\$313,782.36	\$24,744.14	\$225,923.30
20	2037	\$3,519.39	\$42,232.64	\$899,385.05	\$30,407.50	\$503,542.84
30	2047	\$4,327.00	\$51,923.98	\$1,173,321.42	\$37,385.28	\$844,791.42
40	2057	\$5,318.39	\$63,820.67	\$1,755,916.27	\$45,850.88	\$1,264,259.72

DEFENSE EXHIBIT **X**
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____

1098

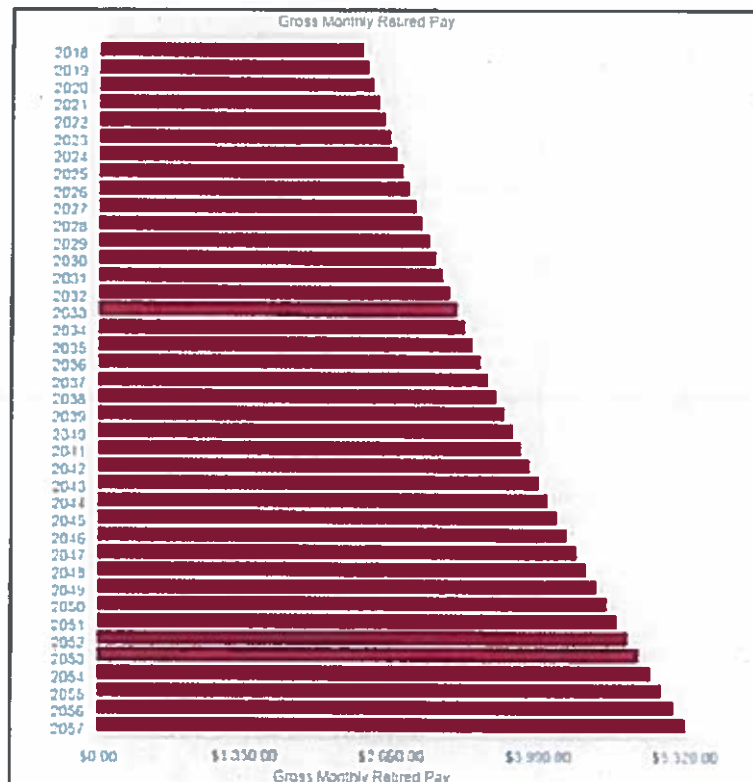
These results were based on your choices and assumptions. The future will differ from these assumptions and actual results will differ correspondingly. Remember these comparisons are not guaranteed; they are merely estimates.

40 Year Monthly Pay Projection

This first chart depicts the estimated gross monthly retired payments. Taxes and participation in the SBP are not considered.

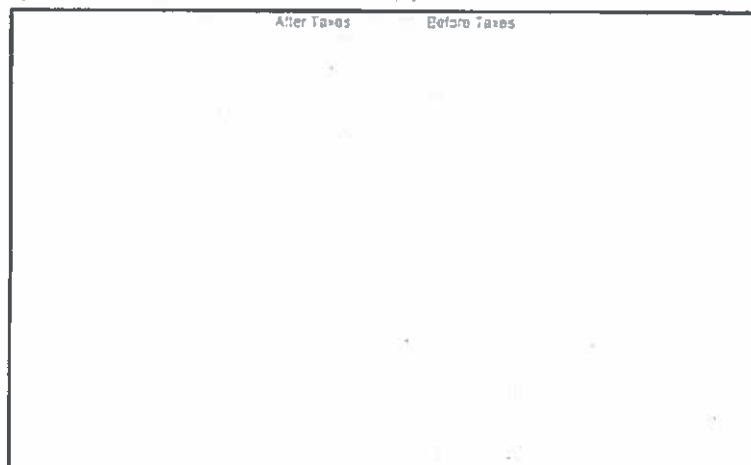
The "starting" retirement pay is based on projecting the January 2017 pay table an appropriate number of years into the future.

IMPORTANT: Your estimated retired pay in 2018 reflects increased rates of basic pay between the pay table effective date (January 2017) and your projected date of retirement.

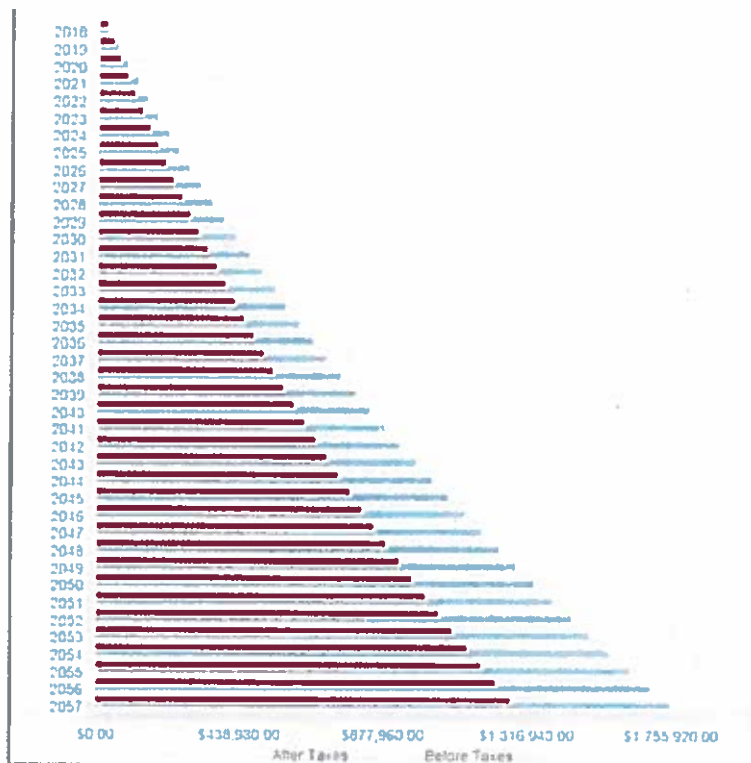


40 Year Cumulative Pay Chart

In the following chart, estimated before and after tax cumulative retired pay is shown.



DEFENSE EXHIBIT X
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____
2018



Years Out	Year	Before Taxes			After Taxes	
		Monthly Pay	Annual Pay	Cumulative	Annual Pay	Cumulative
1	2018	\$2,379.85	\$28,555.80	\$28,555.80	\$20,560.18	\$20,560.18
2	2019	\$2,428.96	\$29,147.51	\$57,703.31	\$20,986.21	\$41,546.38
3	2020	\$2,478.99	\$29,747.86	\$87,451.16	\$21,418.46	\$62,964.84
4	2021	\$2,530.04	\$30,360.46	\$117,811.62	\$21,859.53	\$84,824.37
5	2022	\$2,583.13	\$30,997.66	\$148,809.18	\$22,318.24	\$107,142.61
6	2023	\$2,637.24	\$31,646.92	\$180,456.10	\$22,785.78	\$129,928.39
7	2024	\$2,692.38	\$32,308.52	\$212,764.62	\$23,262.14	\$153,190.53
8	2025	\$2,748.93	\$32,982.38	\$245,747.00	\$23,747.32	\$176,937.84
9	2026	\$2,805.71	\$33,668.50	\$279,415.50	\$24,241.32	\$201,179.16
10	2027	\$2,863.91	\$34,366.86	\$313,782.36	\$24,744.14	\$225,923.30
11	2028	\$2,923.12	\$35,077.48	\$348,859.84	\$25,255.78	\$251,179.08
12	2029	\$2,984.38	\$35,812.60	\$384,672.43	\$25,785.07	\$276,964.15
13	2030	\$3,046.66	\$36,559.97	\$421,232.40	\$26,323.18	\$303,287.33
14	2031	\$3,109.97	\$37,319.59	\$458,551.99	\$26,870.11	\$330,157.43
15	2032	\$3,174.29	\$38,089.47	\$496,643.46	\$27,425.86	\$357,583.29
16	2033	\$3,240.65	\$38,887.85	\$535,531.31	\$27,999.25	\$385,582.54
17	2034	\$3,308.04	\$39,696.48	\$575,227.79	\$28,581.47	\$414,164.01
18	2035	\$3,377.47	\$40,529.62	\$615,757.40	\$29,181.32	\$443,345.33
19	2036	\$3,447.92	\$41,375.00	\$657,132.41	\$29,790.00	\$473,135.33
20	2037	\$3,519.39	\$42,232.64	\$699,365.05	\$30,407.50	\$503,542.84
21	2038	\$3,592.90	\$43,114.79	\$742,479.84	\$31,042.65	\$534,585.48
22	2039	\$3,667.43	\$44,009.18	\$786,489.02	\$31,686.61	\$566,272.10
23	2040	\$3,744.01	\$44,928.06	\$831,417.11	\$32,348.22	\$598,620.32
24	2041	\$3,822.62	\$45,871.49	\$877,288.60	\$33,027.47	\$631,647.79
25	2042	\$3,902.26	\$46,827.14	\$924,115.74	\$33,715.54	\$665,363.33
26	2043	\$3,983.94	\$47,807.30	\$971,923.04	\$34,421.26	\$699,784.59

DEFENSE EXHIBIT X
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____
 30f8

27	2044	\$4,068.64	\$48,799.72	\$1,020,722.76	\$35,135.80	\$734,920.39
28	2045	\$4,151.39	\$49,816.63	\$1,070,539.39	\$35,867.98	\$770,788.36
29	2046	\$4,238.17	\$50,858.05	\$1,121,397.44	\$36,617.80	\$807,406.16
30	2047	\$4,327.00	\$51,923.98	\$1,173,321.42	\$37,385.26	\$844,791.42
31	2048	\$4,416.85	\$53,002.15	\$1,226,323.57	\$38,161.55	\$882,952.97
32	2049	\$4,508.74	\$54,104.83	\$1,280,428.40	\$38,955.48	\$921,908.45
33	2050	\$4,602.67	\$55,232.02	\$1,335,660.42	\$39,767.05	\$961,675.50
34	2051	\$4,698.64	\$56,381.70	\$1,392,044.12	\$40,596.27	\$1,002,271.77
35	2052	\$4,796.66	\$57,559.90	\$1,449,604.02	\$41,443.13	\$1,043,714.89
36	2053	\$4,896.72	\$58,760.59	\$1,508,364.61	\$42,307.63	\$1,086,022.52
37	2054	\$4,998.82	\$59,985.79	\$1,568,350.40	\$43,189.77	\$1,129,212.29
38	2055	\$5,102.96	\$61,235.50	\$1,629,585.90	\$44,089.56	\$1,173,301.85
39	2056	\$5,209.14	\$62,509.70	\$1,692,095.60	\$45,006.99	\$1,218,308.83
40	2057	\$5,318.39	\$63,820.67	\$1,755,916.27	\$45,950.88	\$1,264,259.72

[About DoD](#)[Top Issues](#)[News](#)[Photos & Videos](#)[Military/DoD Websites](#)[Contact](#)[DoD Inspector General](#)[Link Disclaimer](#)[Recovery Act](#)[FOIA](#)[USA.gov](#)[No FEAR Act](#)[Join the Military](#)[DoD Careers](#)[Privacy & Security](#)[Web Policy](#)[Site Map](#)

DEFENSE EXHIBIT X
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____

4 of 8



MILITARY COMPENSATION

Search militarypay.defense.gov

HOME

ABOUT

BLENDED RETIREMENT

PAY

CALCULATORS

BENEFITS

REFERENCES

Home > Calculators > Active Duty Retirement > High-36 Calculator

High-36 Calculator

Career Factors

Please adjust each of the factors below to suit your situation

Year of Retirement: 2018

Years of Service at Retirement: 21 Months: 0

Grade at Retirement: E-6

Economic Factors

You may accept the default values below or adjust the values based upon your expectations about the economy

Tax Rate: 28%

Calculate

Reset

Disclaimer: These compensation rates are subject to change based on revisions made to Bureau of Labor Statistics wage rates

Final Pay High 36 Retirement Calculator Output

These results are based on your assumptions. The future will differ from these assumptions and actual results will differ correspondingly. Remember these results are not guaranteed; they are merely estimates. This point cannot be emphasized too heavily -- there is no guarantee that the assumptions will all prove correct. This is why you should "play" with the assumptions.

The intent of this analysis is to help you to make a fairly simple and direct estimate of the financial flow resulting from your retirement and be able to investigate some of the basic factors that influence the results. The actual results will depend on what happens in the economy and your career decisions.

Assumptions:

Career Factors

Year of Retirement	2018
Years of Service at Retirement	21 years 0 months
Grade at Retirement	E-6

Economic Factors

Anticipated Annual Active Duty Pay Raise	2.1%
Tax Rate	28%

Summary Results Table

The following table displays 1) the before-tax monthly, annual, and cumulative retired pay and 2) the after-tax annual and cumulative retired pay for selected milestones in your retired career

Years Out	Year	Before Taxes			After Taxes	
		Monthly Pay	Annual Pay	Cumulative	Annual Pay	Cumulative
1	2018	\$2,021.78	\$24,261.30	\$24,261.30	\$17,468.14	\$17,468.14
10	2027	\$2,435.09	\$29,221.02	\$266,687.12	\$21,039.13	\$192,000.33
20	2037	\$2,993.57	\$35,922.86	\$594,628.66	\$25,864.46	\$428,132.63
30	2047	\$3,879.68	\$44,156.21	\$997,694.95	\$31,792.47	\$718,340.37
40	2057	\$4,524.05	\$54,288.61	\$1,493,214.84	\$39,087.80	\$1,075,114.88

DEFENSE EXHIBIT **X**
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____

508

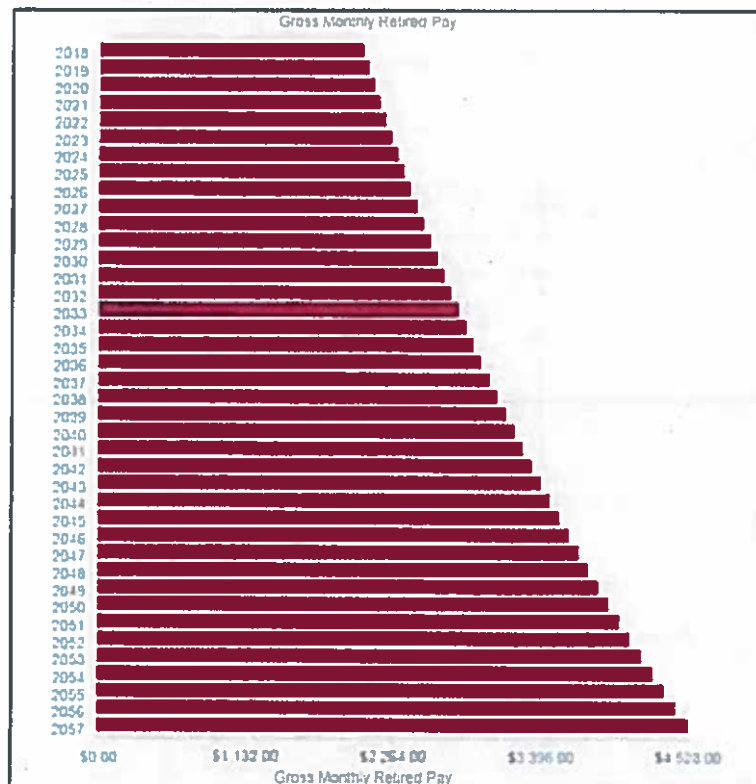
These results were based on your choices and assumptions. The future will differ from these assumptions and actual results will differ correspondingly. Remember these comparisons are not guaranteed; they are merely estimates.

40 Year Monthly Pay Projection

This first chart depicts the estimated gross monthly retired payments. Taxes and participation in the SBP are not considered.

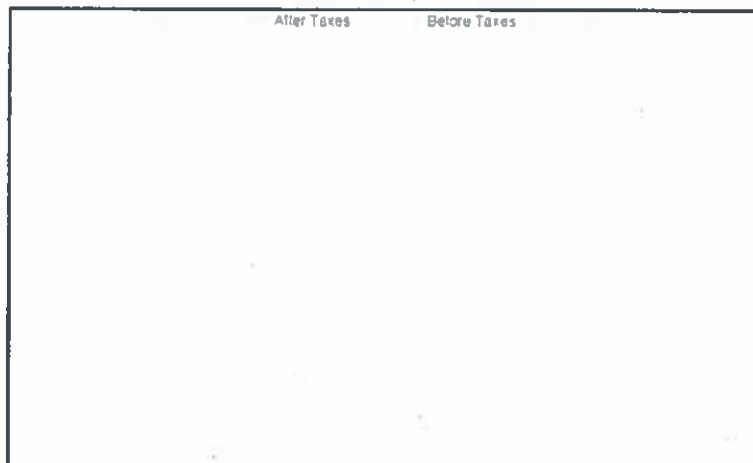
The "starting" retirement pay is based on projecting the January 2017 pay table on appropriate number of years into the future.

IMPORTANT: Your estimated retired pay in 2018 reflects increased rates of basic pay between the pay table effective date (January 2017) and your projected date of retirement.



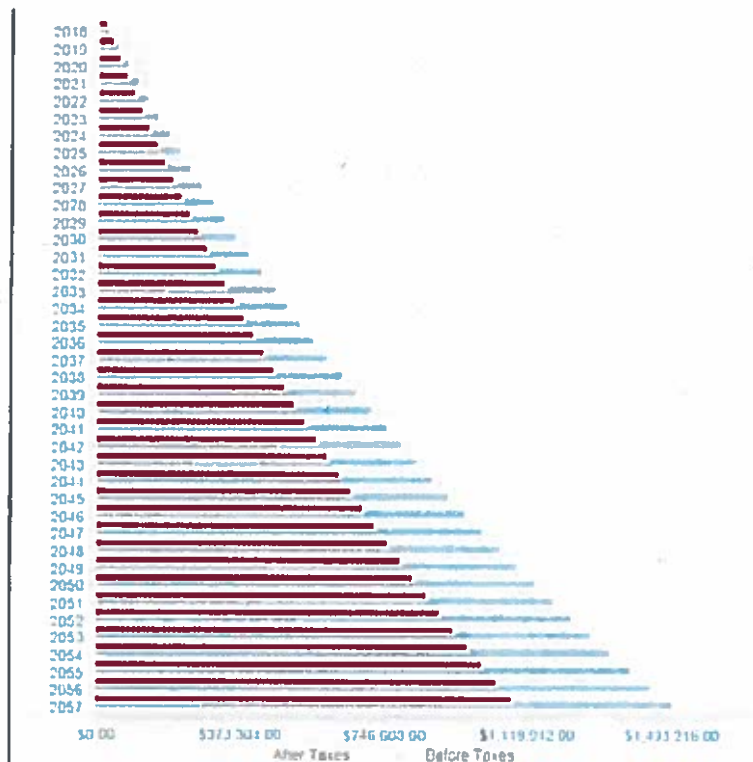
40 Year Cumulative Pay Chart

In the following chart, estimated before and after tax cumulative retired pay is shown.



DEFENSE EXHIBIT X
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

6 of 8



Years Out	Year	Before Taxes			After Taxes	
		Monthly Pay	Annual Pay	Cumulative	Annual Pay	Cumulative
1	2018	\$2,021.78	\$24,261.30	\$24,261.30	\$17,468.14	\$17,468.14
2	2019	\$2,083.44	\$24,761.29	\$49,022.59	\$17,828.13	\$35,296.27
3	2020	\$2,106.32	\$25,276.88	\$74,298.47	\$18,198.83	\$53,494.90
4	2021	\$2,150.23	\$25,802.71	\$100,101.18	\$18,577.95	\$72,072.85
5	2022	\$2,195.15	\$26,341.80	\$126,442.98	\$18,966.10	\$91,038.95
6	2023	\$2,241.09	\$26,893.14	\$153,336.12	\$19,363.06	\$110,402.01
7	2024	\$2,288.06	\$27,456.73	\$180,792.85	\$19,768.85	\$130,170.85
8	2025	\$2,336.05	\$28,032.58	\$208,825.43	\$20,183.45	\$150,354.31
9	2026	\$2,385.06	\$28,620.67	\$237,446.10	\$20,606.88	\$170,961.19
10	2027	\$2,435.09	\$29,221.02	\$266,667.12	\$21,039.13	\$192,000.33
11	2028	\$2,486.14	\$29,833.62	\$296,500.74	\$21,480.21	\$213,480.53
12	2029	\$2,538.21	\$30,458.47	\$326,959.21	\$21,930.10	\$235,410.63
13	2030	\$2,591.30	\$31,095.58	\$358,054.79	\$22,388.81	\$257,799.45
14	2031	\$2,645.41	\$31,744.93	\$389,799.72	\$22,856.36	\$280,655.80
15	2032	\$2,700.55	\$32,406.54	\$422,206.26	\$23,332.71	\$303,988.51
16	2033	\$2,756.70	\$33,080.40	\$455,286.66	\$23,817.89	\$327,806.40
17	2034	\$2,813.88	\$33,766.51	\$489,053.17	\$24,311.89	\$352,118.28
18	2035	\$2,872.07	\$34,464.88	\$523,518.05	\$24,814.71	\$376,932.99
19	2036	\$2,932.31	\$35,187.74	\$558,705.79	\$25,335.18	\$402,268.17
20	2037	\$2,993.57	\$35,922.86	\$594,628.66	\$25,864.46	\$428,132.63
21	2038	\$3,055.85	\$36,670.24	\$631,298.89	\$26,402.57	\$454,535.20
22	2039	\$3,119.16	\$37,429.86	\$668,728.75	\$26,949.50	\$481,484.70
23	2040	\$3,184.50	\$38,213.99	\$706,942.74	\$27,514.07	\$508,998.77
24	2041	\$3,250.86	\$39,010.37	\$745,953.11	\$28,087.46	\$537,086.24
25	2042	\$3,318.25	\$39,819.00	\$785,772.11	\$28,669.68	\$565,755.92
26	2043	\$3,387.68	\$40,652.14	\$826,424.24	\$29,269.54	\$595,025.46

DEFENSE EXHIBIT X
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____

71f8

27	2044	\$3,438.13	\$41,497.52	\$867,921.77	\$29,878.22	\$624,903.67
28	2045	\$3,530.62	\$42,367.42	\$910,289.18	\$30,504.54	\$655,408.21
29	2046	\$3,604.13	\$43,249.56	\$953,538.74	\$31,139.88	\$686,547.90
30	2047	\$3,679.68	\$44,156.21	\$997,694.95	\$31,792.47	\$718,340.37
31	2048	\$3,756.28	\$45,075.11	\$1,042,770.06	\$32,454.08	\$750,794.44
32	2049	\$3,834.88	\$46,018.51	\$1,088,788.57	\$33,133.33	\$783,927.77
33	2050	\$3,914.51	\$46,974.17	\$1,135,762.74	\$33,821.40	\$817,749.17
34	2051	\$3,996.19	\$47,954.33	\$1,183,717.07	\$34,527.12	\$852,276.29
35	2052	\$4,079.92	\$48,958.99	\$1,232,676.06	\$35,250.47	\$887,526.76
36	2053	\$4,164.66	\$49,975.91	\$1,282,651.97	\$35,982.65	\$923,509.42
37	2054	\$4,251.44	\$51,017.33	\$1,333,669.30	\$36,732.48	\$960,241.89
38	2055	\$4,340.27	\$52,083.25	\$1,385,752.55	\$37,498.94	\$997,741.83
39	2056	\$4,431.14	\$53,173.68	\$1,438,926.23	\$38,285.05	\$1,036,026.88
40	2057	\$4,524.05	\$54,288.61	\$1,493,214.84	\$39,087.80	\$1,075,114.68

[About DoD](#)[Top Issues](#)[News](#)[Photos & Videos](#)[Military/DoD Websites](#)[Contact](#)[DoD Inspector General](#)[Link Disclaimer](#)[Recovery Act](#)[FOIA](#)[USA.gov](#)[No FEAR Act](#)[Join the Military](#)[DoD Careers](#)[Privacy & Security](#)[Web Policy](#)[Site Map](#)

DEFENSE EXHIBIT X
 FOR IDENTIFICATION
 OFFERED: PAGE _____
 ADMITTED: PAGE _____
 848

From: (b) (6)
To: (b) (6)
Subject: RE: [Non-DoD Source] Fwd: Notification sent from BMC (b) (6)
Date: Friday, May 11, 2018 12:06:18 PM

----- Forwarded message -----

From: JEFFREY butler (b) (6)
Date: Fri, May 4, 2018 at 1:51 PM
Subject: Re: Notification sent from BMC (b) (6)
To: (b) (6)

Good morning Ma'am,
I talk to my detailer it's orders to go recruiting.

V/r
BMC Butler

>>> ---Original Message---

>>> From: (b) (6)
(b) (6)

>>> Sent: Wednesday, May 02, 2018 4:24 AM
>>> To: Butler, Jeffery BMC USN, USS JOHN S. MCCAIN
>>> Subject: Notification sent from (b) (6)

>>>
>>> The following notification is sent to you from: BMC (b) (6)
>>> Rate/Rank: BMC
>>> Contact Number: (b) (6)
>>> Preferred Email: (b) (6)
>>>

>>> Congratulations! You are being considered for a CNO Priority Billet. Please contact me as soon as possible to discuss the possibility of you receiving these orders.

>>>

>>> V/R,

>>>

>>> (b) (6)

>>> Lead Boatswain's Mate E7-E9 Detailer

>>> NAVPERSCOM (PERS-405)

>>> (b) (6)

>>>

>>>

>>> Millington, TN 38055

DEFENSE EXHIBIT 4
FOR IDENTIFICATION
OFFERED: PAGE _____
ADMITTED: PAGE _____

1 of 1